



CY 2007 ANNUAL REPORT
of the
Governor's Office of Equal Opportunity



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JANET NAPOLITANO
GOVERNOR



MANUEL V. CISNEROS
DIRECTOR

GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

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March 31, 2008

Honorable Janet Napolitano
Governor, State of Arizona
1700 West Washington Street
Phoenix, Arizona 85007

Dear Governor Napolitano:

The Governor's Office of Equal Opportunity is pleased to present its 2008 Annual Report with state executive agency information for calendar year 2007.

Information is provided beginning with statistical profiles of large state agencies, i.e., those with 50+ employees, and these include a civilian labor force analysis. The remaining small agency information is provided to indicate those agencies that have submitted annual equal opportunity policy statements to our office.

Additional information covers our involvement with Tribal Consultation, the Governor's Minority Advisory Councils and their Subcommittee on Recruitment and Retention, and state agency mediation services.

Thank you for the opportunity to serve the people of Arizona, by providing an office to monitor the efforts by state agencies to support equal opportunity laws.

Very truly yours,

Manuel V. Cisneros
Director

MVC:gw

2008 EEO Plan
Large Agency Distribution

CY07 Total FTE	Cabinet		Code	Agency
10169	*	10169	DE	Economic Security
9466	*	9466	DC	Corrections
4408	*	4408	DT	Transportation
2134	*	2134	PS	Dept of Public Safety
1712	*	1712	HS	Health Services
1290	*	1290	HC	AHCCCS
1076	*	1076	DJ	Juvenile Corrections
948	*	948	RV	Revenue
753	*	753	AD	Administration
667	*	667	EV	Environmental Quality
640		640	SD	School for the Deaf and Blind
595		595	SP	Supreme Court (non-executive)
560	*	560	GF	Game and Fish
547		547	AG	Attorney General (non-executive)
460		460	ED	Education (non-executive)
345	*	345	MA	Military Affairs
293	*	293	AH	Agriculture
281	*	281	VS	Veterans Service
273		273	CC	Corporation Commission (non-executive)
272	*	272	PR	Parks Board
270		270	IC	Industrial Commission
232	*	232	WC	Water Resources
202		202	AU	Auditor General (non-executive)
192	*	192	LD	Land Dept
188		188	RT	Retirement System
132	*	132	ID	Insurance Dept
119	*	119	EP	Commerce
118	*	118	RG	Registrar of Contractors
108		108	GM	Dept of Gaming
102		102	CO	Court of Appeals Div I (non-executive)
97		97	LO	Lottery Commission
96		96	LA	Library and Archives (non-executive)
86		86	PI	Pioneers Home
65		65	BD	Dept. of Financial Institutions
64		64	HD	Dept of Housing
61		61	RE	Real Estate
52		52	MM	Building and Fire Safety
50		50	LL	Liquor Licenses Dept

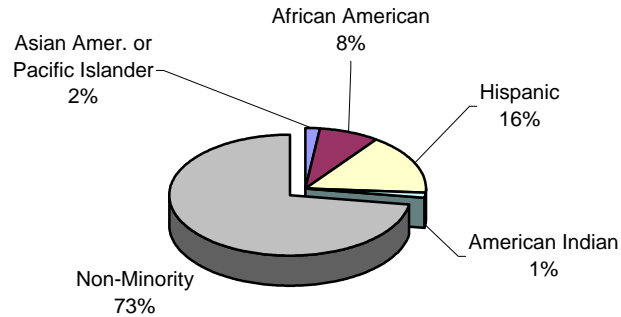
CY07 Large Agency Workforce Utilization

January 1, 2007 - December 31, 2007 HIRING SUMMARY	DE	DC	DT	PS	HS	HC	DJ	RV	AD	EV	SD	SP	GF	AG	ED	MA	AH	VS	CC	PR
TOTAL CY07 FTE	10169	9466	4408	2134	1712	1290	1076	948	753	667	640	595	560	547	460	345	293	281	273	272
Number of Employees hired	2241	1686	1008	292	499	224	358	161	229	148	163	132	135	180	191	149	86	171	60	46
Asian American/Pacific Islander	53	47	37	5	19	9	9	7	12	9	4	3	3	7	8	0	2	3	2	0
African Americans	347	181	76	13	64	17	52	18	16	6	3	6	3	11	18	3	1	42	9	1
Hispanic	658	524	317	45	82	81	87	44	49	20	27	25	15	48	41	10	34	41	14	7
American Indian	83	61	44	2	21	10	14	5	12	11	5	1	2	8	4	4	2	9	2	2
Non-minority	972	857	496	227	244	94	192	78	131	98	101	94	111	104	108	77	43	67	31	29
Unspecified	128	16	38	0	69	13	4	9	9	4	23	3	1	2	12	55	4	9	2	7
Females	1737	732	504	73	313	182	167	99	112	79	122	83	42	138	137	40	42	118	35	12
Males	504	954	504	219	185	42	191	62	117	69	41	49	93	42	54	109	44	53	25	34
Individuals with Disabilities	1791	758	522	83	346	185	176	115	126	85	124	87	49	146	146	50	45	124	40	12
Age 40 (and above)	900	567	479	90	241	102	131	83	119	71	63	67	47	84	104	56	39	109	30	24
Veterans	143	704	132	97	31	9	80	13	55	5	12	15	55	15	13	81	17	61	14	16
Veterans with Disabilities	13	25	8	2	1	1	4	0	2	1	0	0	3	0	0	5	2	1	0	1
Vietnam Era Veterans	16	38	26	1	6	3	9	2	4	0	2	1	14	0	2	1	1	13	3	4
Gulf War Veterans	2	29	6	0	0	0	2	0	4	0	0	0	0	1	2	5	0	3	1	0
Covered Employees (Merit System)	2079	1582	864	1	359	152	330	123	131	102	0	0	65	39	59	0	3	103	30	44
Uncovered Employees (FTE)	162	104	144	291	140	72	28	38	98	46	163	132	70	141	132	149	83	68	30	2
Full Time Employees (FTE)	2203	1684	974	292	477	214	353	161	221	146	84	126	84	141	186	130	86	129	59	45
Other than Full Time Employees	38	2	34	0	22	10	5	0	8	2	79	6	51	39	5	19	0	42	1	1
UTILIZATION																				
(Male) Asian Amer./Pacific Islander	68	101	109	17	22	8	14	17	13	24	7	12	2	4	7	4	2	1	6	0
(Female) Asian Amer./Pacific Islander	157	64	59	11	46	28	8	41	14	27	5	5	3	14	11	3	2	11	4	4
(Male) African Americans	259	407	61	35	85	29	94	23	22	15	1	9	4	3	13	9	0	17	12	0
(Female) African Americans	852	235	129	28	102	97	64	53	29	23	12	17	4	20	29	4	0	32	23	2
(Male) Hispanic	538	1851	624	208	82	60	145	52	74	24	31	36	22	24	21	54	51	17	21	19
(Female) Hispanic	2642	956	647	100	198	347	114	197	99	43	86	58	22	67	59	23	35	52	37	15
(Male) American Indian	54	110	129	19	19	9	15	6	4	3	1	2	2	1	4	6	5	6	2	0
(Female) American Indian	406	106	71	5	38	40	15	24	17	15	7	4	2	7	10	1	2	10	7	2
(Male) Non Minorities	1336	3604	1550	1266	419	199	328	231	247	277	93	213	320	158	92	182	117	45	81	136
(Female) Non Minorities	3857	2032	1029	445	701	473	279	304	234	216	397	239	179	249	214	59	79	90	80	94
Females	7914	3393	1935	589	1085	985	480	619	393	324	507	323	210	357	323	90	118	195	151	117
Males	2255	6073	2473	1545	627	305	596	329	360	343	133	272	350	190	137	255	175	86	122	155
UTILIZATION- Officials/Admin.																				
Asian American/Pacific Islander	6	5	9	0	3	1	1	2	4	0	0	4	0	2	0	0	0	1	0	0
African American	24	18	2	0	4	6	5	4	8	2	0	3	0	1	5	2	0	2	5	0
Hispanic	49	44	19	1	21	17	5	9	11	2	0	27	4	6	7	2	6	2	2	4
American Indian	4	4	1	0	2	2	0	1	0	1	0	1	0	0	0	0	0	0	0	0
Non-Minority	218	173	166	30	128	66	34	63	62	45	4	217	29	34	29	26	35	10	19	46

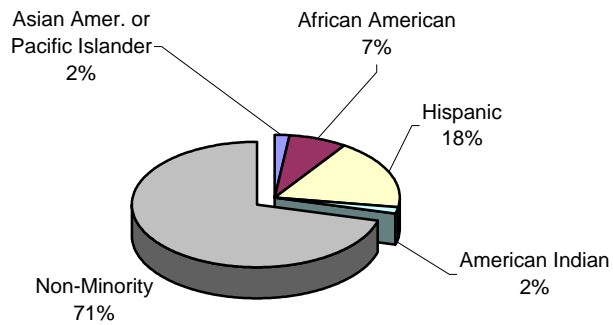
CY07 Large Agency Workforce Utilization

January 1, 2007 - December 31, 2007 HIRING SUMMARY	IC	WC	AU	LD	RT	ID	EP	RG	GM	CO	LO	LA	PI	BD	HD	RE	MM	LL	Total LG Agency
TOTAL CY07 FTE	270	232	202	192	188	132	119	118	108	102	97	96	86	65	64	61	52	50	37833
Number of Employees hired	79	46	52	110	42	16	59	46	17	32	8	36	42	18	12	27	17	22	8616
Asian American/Pacific Islander	0	4	1	0	0	1	3	0	2	2	0	0	1	0	1	0	0	0	245
African Americans	5	6	1	3	6	3	4	5	1	1	1	3	0	3	3	5	0	2	922
Hispanic	29	6	4	11	10	2	13	17	2	4	1	3	2	2	2	9	2	6	2213
American Indian	3	1	0	3	3	0	1	3	0	0	0	0	1	0	0	2	0	3	312
Non-minority	41	27	46	93	19	10	37	18	12	23	6	20	34	13	6	11	14	10	4500
Unspecified	1	2	0	0	4	0	1	3	0	2	0	10	4	0	0	0	1	1	424
Females	53	19	24	27	32	12	29	29	8	19	4	21	35	15	9	12	6	12	4951
Males	26	27	28	83	10	4	30	17	9	13	4	15	7	3	3	15	11	10	3664
Individuals with Disabilities	57	20	24	29	32	12	48	34	9	22	5	20	35	15	9	25	9	15	5245
Age 40 (and above)	41	14	6	71	22	6	40	27	9	9	3	16	26	11	5	8	9	12	3639
Veterans	17	4	6	31	5	5	5	6	2	0	2	2	4	2	0	4	2	6	1662
Veterans with Disabilities	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	72
Vietnam Era Veterans	5	0	0	9	1	1	2	1	1	0	1	0	0	0	0	0	0	0	164
Gulf War Veterans	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	58
Covered Employees (Merit System)	66	36	0	35	3	12	30	39	0	0	4	0	42	13	0	6	8	4	6212
Uncovered Employees (FTE)	13	10	52	75	39	4	29	7	17	32	4	36	0	5	12	21	9	18	2404
Full Time Employees (FTE)	78	44	52	108	39	16	58	45	17	32	8	29	24	18	12	26	17	22	8226
Other than Full Time Employees	1	2	0	2	3	0	1	1	0	0	0	7	18	0	0	1	0	0	390
UTILIZATION																			
(Male) Asian Amer./Pacific Islander	0	2	2	4	1	0	2	0	2	0	3	2	0	0	1	0	0	0	449
(Female) Asian Amer./Pacific Islander	7	7	4	3	7	2	1	1	2	3	2	1	0	2	1	0	0	0	532
(Male) African Americans	3	4	0	1	1	0	1	0	4	2	2	5	1	1	0	3	0	2	1099
(Female) African Americans	13	7	8	2	8	9	6	5	4	1	6	1	0	2	5	3	0	2	1740
(Male) Hispanic	19	14	8	8	6	1	5	11	15	3	6	5	6	3	3	3	3	6	4019
(Female) Hispanic	74	17	10	8	23	16	20	17	7	8	9	9	8	3	13	11	5	12	5720
(Male) American Indian	0	1	0	2	0	0	1	2	1	0	1	0	1	0	1	0	0	2	400
(Female) American Indian	7	4	0	1	5	1	3	3	1	1	0	1	2	0	0	2	1	1	782
(Male) Non Minorities	64	97	79	99	71	45	37	47	42	29	32	21	17	29	7	19	28	11	11469
(Female) Non Minorities	83	79	91	64	66	58	43	32	30	55	36	51	51	25	33	20	15	14	11623
Females	184	114	113	78	109	86	73	58	44	68	53	63	61	32	52	36	21	29	20397
Males	86	118	89	114	79	46	46	60	64	34	44	33	25	33	12	25	31	21	17436
UTILIZATION- Officials/Admin.																			
Asian American/Pacific Islander	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	39
African American	0	1	0	0	0	0	1	1	0	1	0	0	0	0	1	2	0	1	93
Hispanic	3	1	0	3	0	1	2	2	2	1	1	1	0	0	0	2	0	2	242
American Indian	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	15
Non-Minority	26	31	9	34	20	24	22	10	2	16	8	11	5	6	3	8	6	3	1612

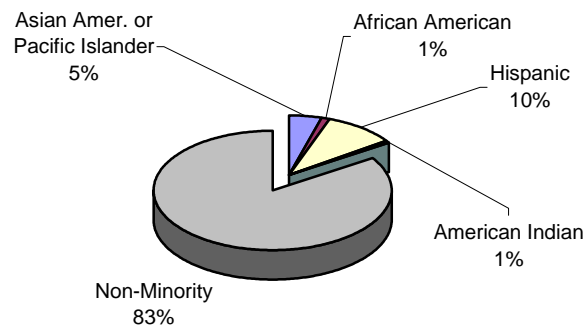
Department of Economic Services
CY07 Utilization of 301 Officials/Administrators



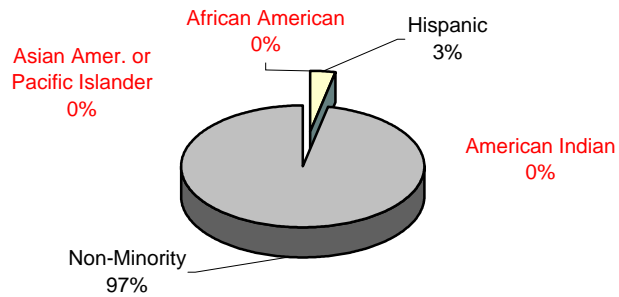
Department of Corrections
CY07 Utilization of 244 Officials/Administrators



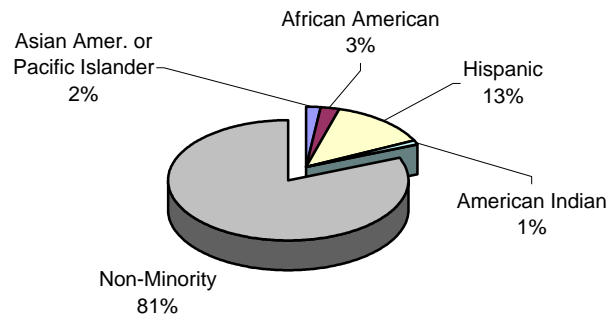
Department of Transportation
CY07 Utilization of 197 Officials/Administrators



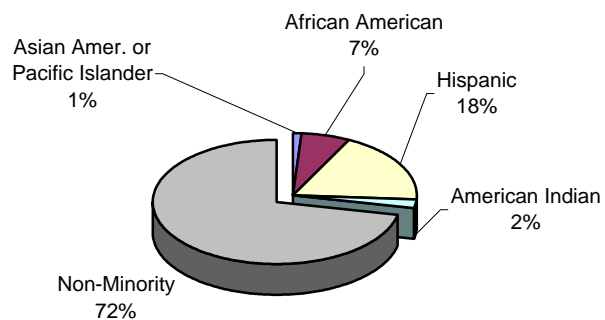
Department of Public Safety
CY07 Utilization of 31 Officials/Administrators



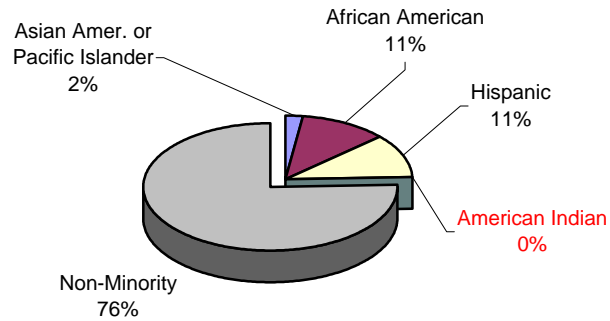
Department of Health Services
CY07 Utilization of 158 Officials/Administrators



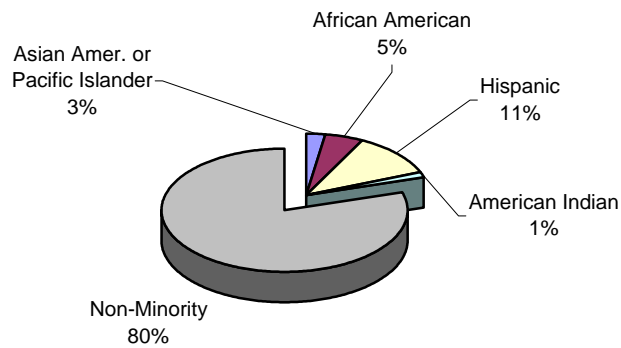
Arizona Health Care Cost Containment System
CY07 Utilization of 92 Officials/Administrators



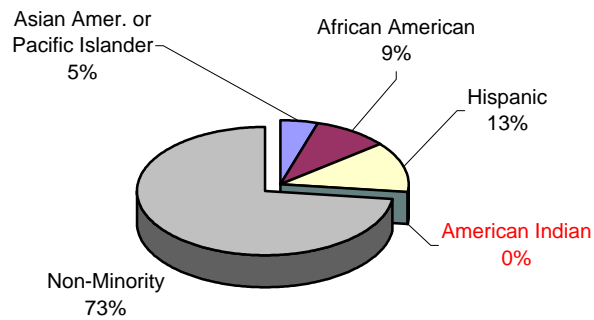
Department of Juvenile Corrections
CY07 Utilization of 45 Officials/Administrators



Department of Revenue
CY07 Utilization of 79 Officials/Administrators

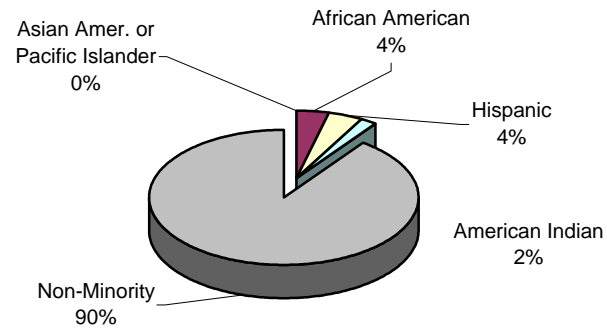


Department of Administration
CY07 Utilization of 85 Officials/Administrators



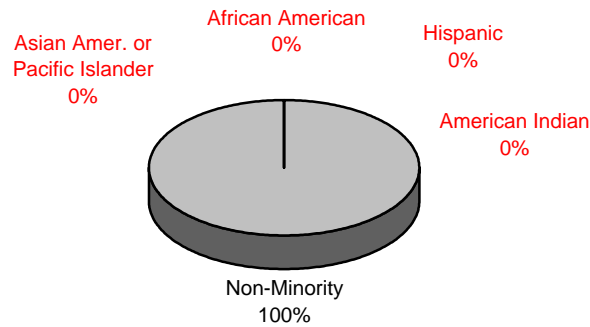
Department of Environmental Quality

CY07 Utilization of 50 Officials/Administrators



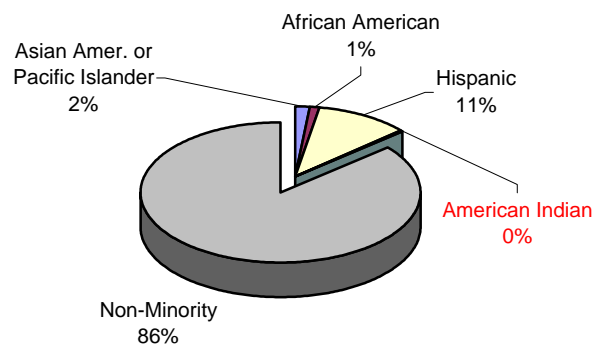
AZ State School for the Deaf and Blind

CY07 Utilization of 4 Officials/Administrators

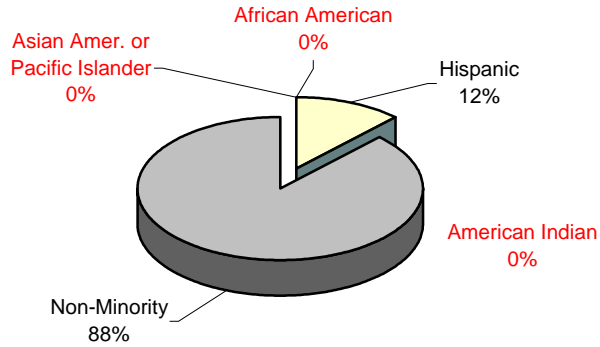


AZ Supreme Court

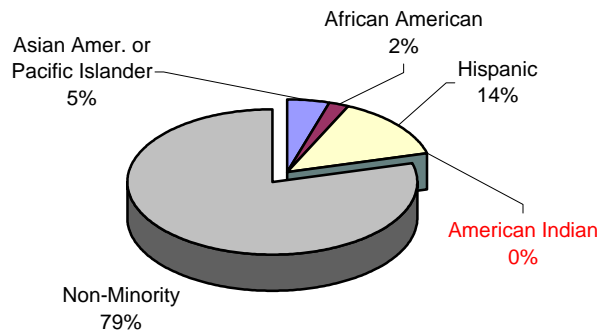
CY07 Utilization of 252 Officials/Administrators



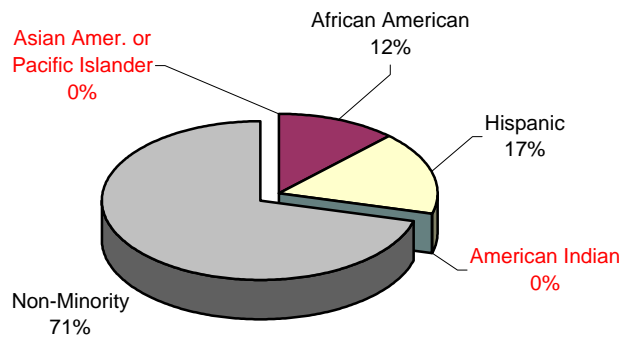
Game and Fish Department
CY07 Utilization of 33 Officials/Administrators



Office of the Attorney General
CY07 Utilization of 43 Officials/Administrators

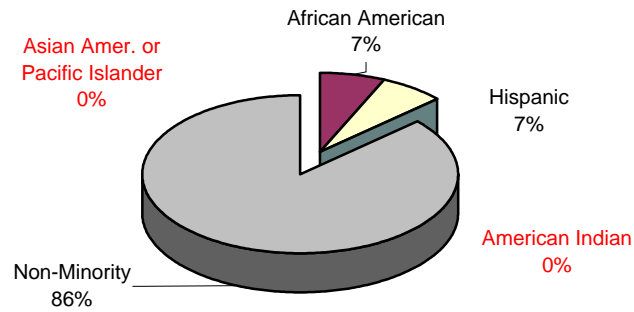


Department of Education
CY07 Utilization of 41 Officials/Administrators



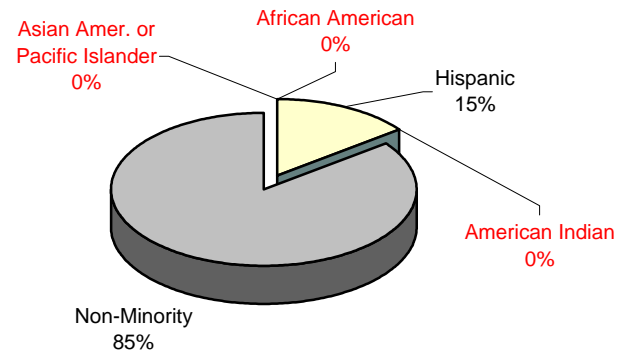
Department of Emergency Management and Military Affairs

CY07 Utilization of 30 Officials/Administrators



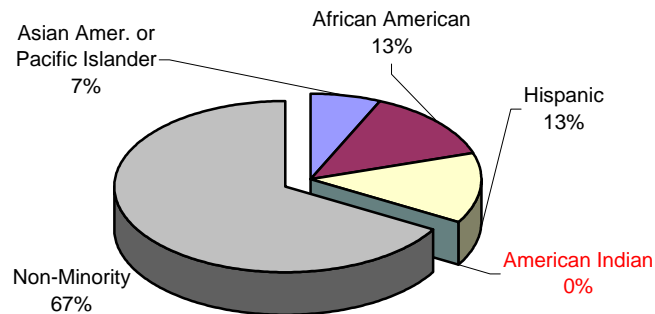
Department of Agriculture

CY07 Utilization of 41 Officials/Administrators

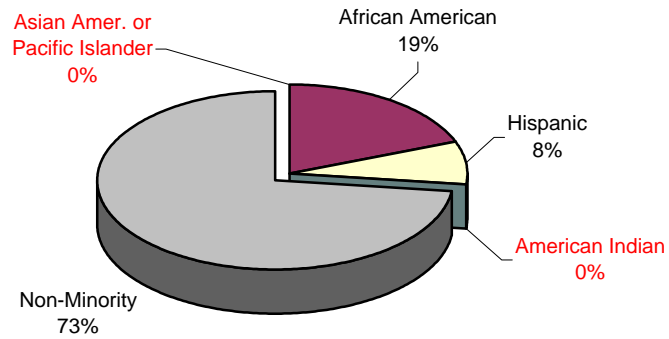


Department of Veteran Services

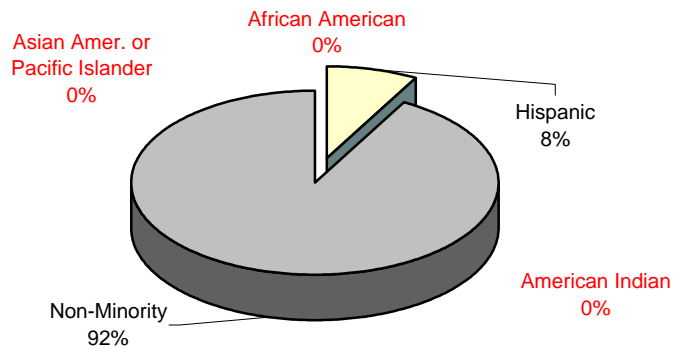
CY07 Utilization of 15 Officials/Administrators



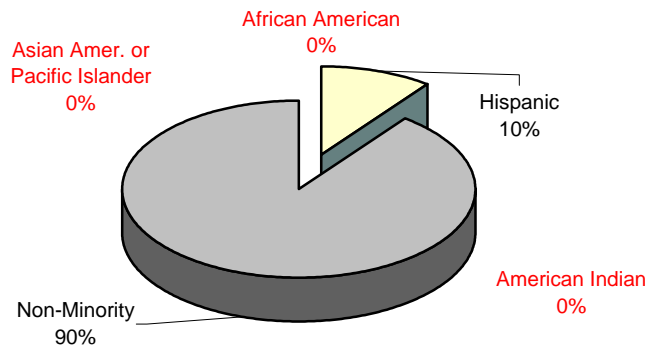
Arizona Corporation Commission
CY07 Utilization of 26 Officials/Administrators



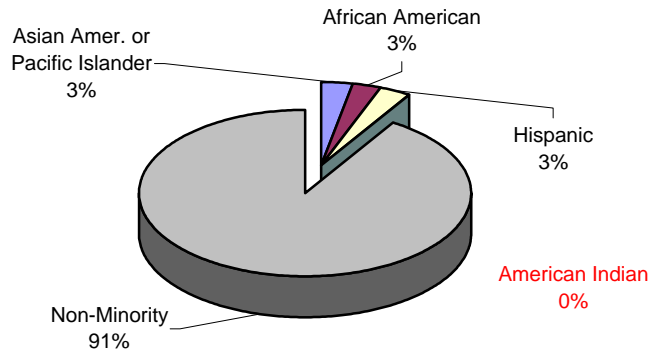
Arizona State Parks
CY07 Utilization of 50 Officials/Administrators



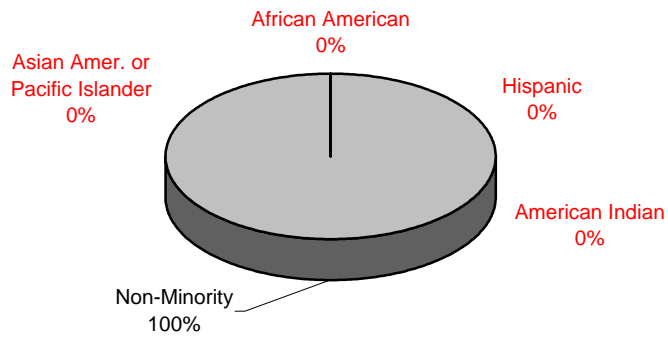
Industrial Commission of Arizona
CY07 Utilization of 29 Officials/Administrators



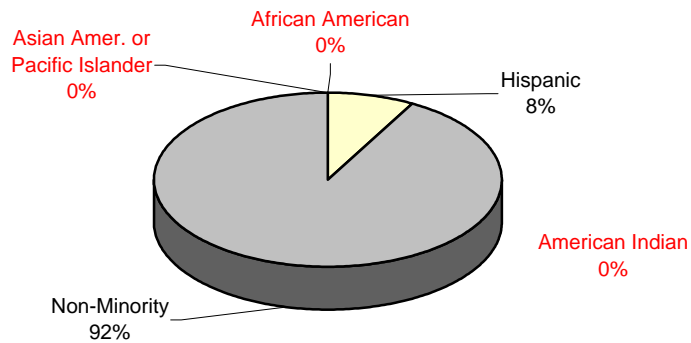
Department of Water Resources
CY07 Utilization of 34 Officials/Administrators



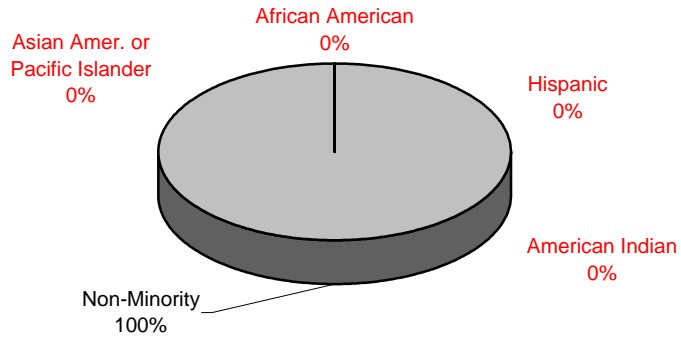
AZ Office of the Auditor General
CY07 Utilization of 9 Officials/Administrators



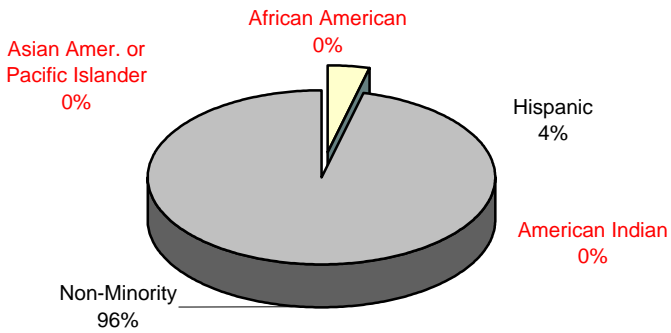
Arizona State Land Department
CY07 Utilization of 37 Officials/Administrators



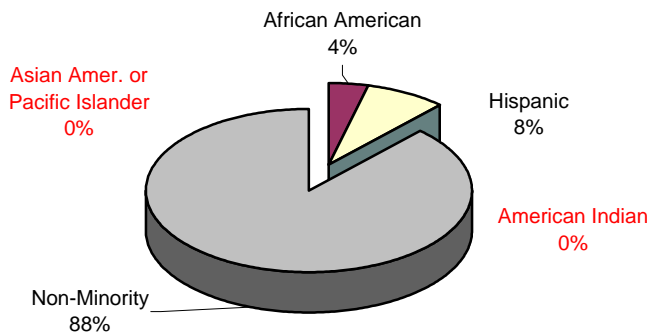
Arizona State Retirement System
CY07 Utilization of 20 Officials/Administrators



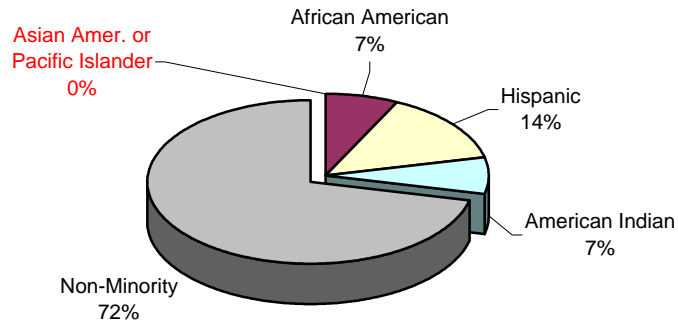
Department of Insurance
CY07 Utilization of 25 Officials/Administrators



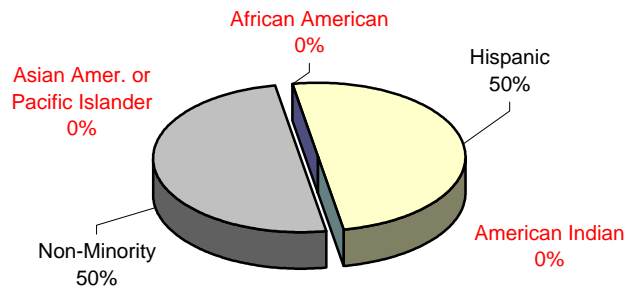
Department of Commerce
CY07 Utilization of 25 Officials/Administrators



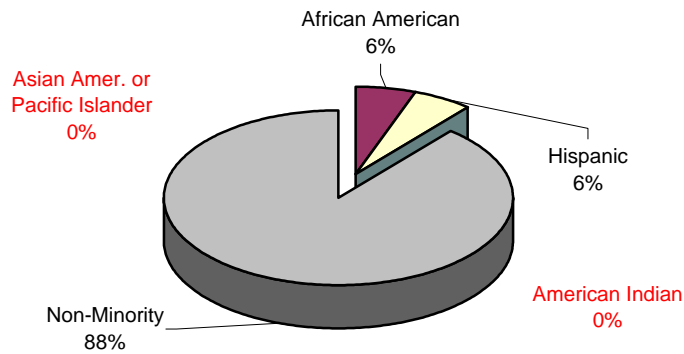
Registrar of Contractors
CY07 Utilization of 14 Officials/Administrators



Department of Gaming
CY07 Utilization of 4 Officials/Administrators

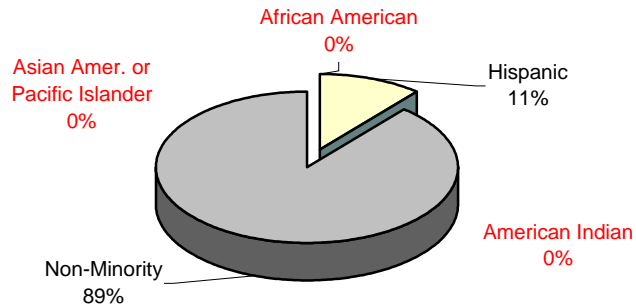


Court of Appeals - Division I
CY07 Utilization of 18 Officials/Administrators



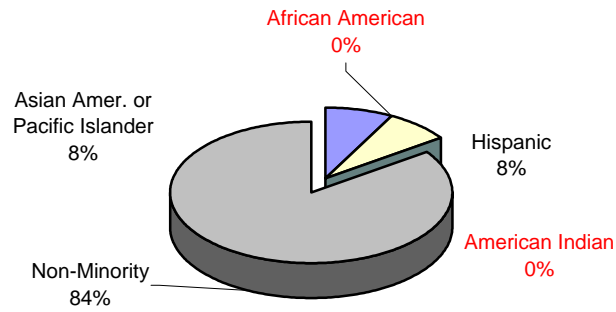
Arizona Lottery

CY07 Utilization of 9 Officials/Administrators



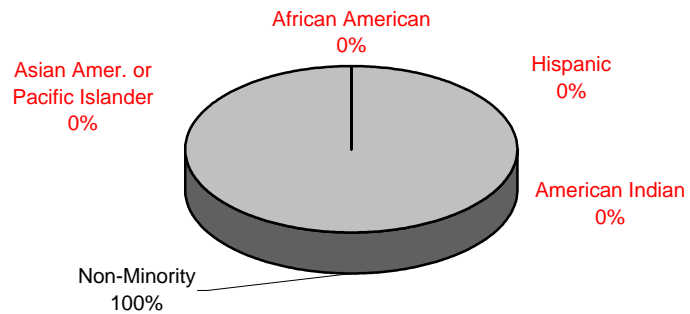
Library, Archives and Public Records

CY07 Utilization of 13 Officials/Administrators



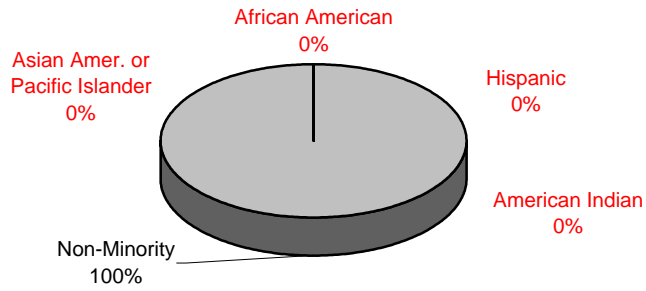
Arizona Pioneers Home

CY07 Utilization of 5 Officials/Administrators



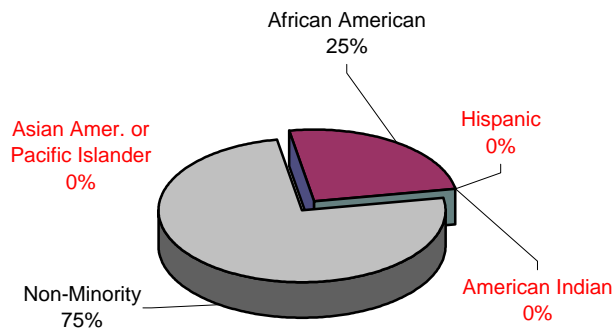
Department of Financial Institutions

CY07 Utilization of 6 Officials/Administrators



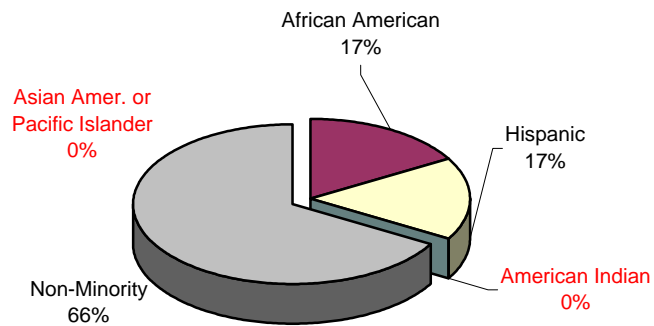
Department of Housing

CY07 Utilization of 4 Officials/Administrators



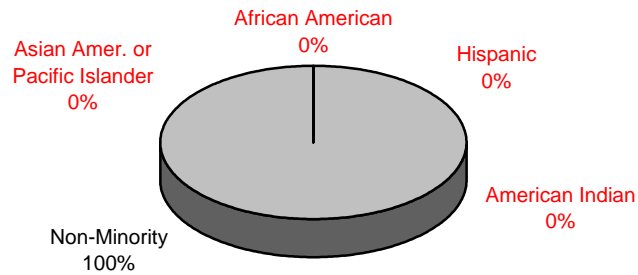
Department of Real Estate

CY07 Utilization of 12 Officials/Administrators



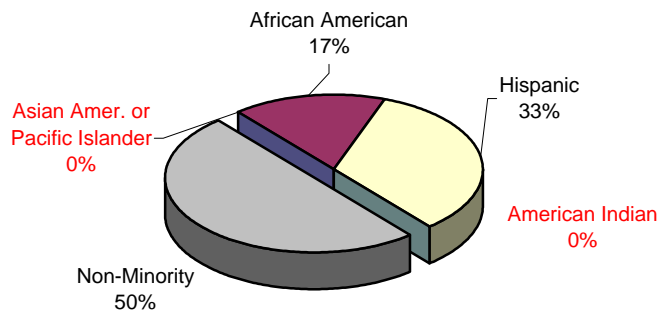
Department of Building, Fire and Life Safety

CY07 Utilization of 6 Officials/Administrators



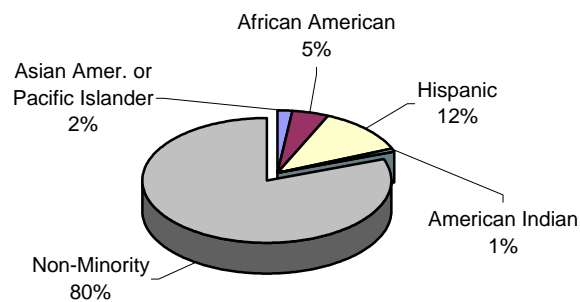
Department of Liquor Licenses and Control

CY07 Utilization of 6 Officials/Administrators

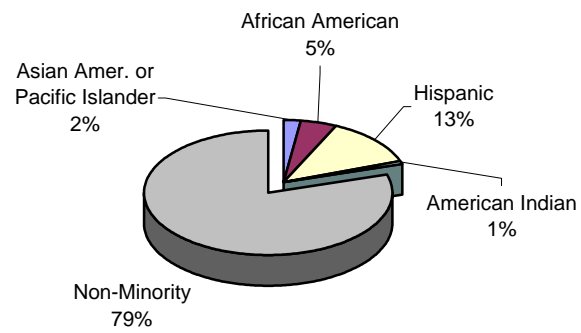


Large Agencies

CY07 Utilization of 2001 Officials/Administrators



State of Arizona
CY07 Utilization of 2412 Officials/Administrators





CY07 EMPLOYMENT DISCRIMINATION COMPLAINT SUMMARY

BASIS OF COMPLAINT	OCCURANCES
Age	27
Color	3
Disability	33
Marital Status	1
National Origin	7
Pregnancy	2
Race	34
Religion	1
Retaliation	45
Sex	22
Sexual Orientation	1
Other	42
Referrals - External	32
Referrals - Internal	83
TOTAL	333

Note: Multiple violations may be included within one complaint



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

CY07 TRAINING SCHEDULE

The Americans with Disabilities Act Title II: Equal Access To Government Programs

Ken Jacuzzi, Director AZ Office for Americans with Disabilities

April 13, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Best Practices for Avoiding Retaliation Claims

Ms. Valli Goss, Assistant Attorney, Office of the Attorney General

May 10, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Recruiting a Diverse Workforce (Part I)

Mr. Rick Griffin, President, Griffin Consultants

September 11, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

American Indian 101: A Basic Introduction to Life, History and Culture

Mr. Ken Poocha, Executive Director, Arizona Commission on Indian Affairs

October 2, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Serving Customers who are Deaf and Hard of Hearing

Clear Path, City of Phoenix – Parks and Recreation

October 9, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Recruiting a Diverse Workforce (Part II)

Mr. Rick Griffin, President, Griffin Consultants

October 16, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Recruiting a Diverse Workforce (Part III)

Mr. Rick Griffin, President, Griffin Consultants

November 20, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

Serving Customers Who Are Blind or Have Vision Loss

Clear Path, City of Phoenix – Parks and Recreation

November 28, 2007 9:00AM – 11:00AM

Executive Tower - Governor's 2nd Floor Conference Room

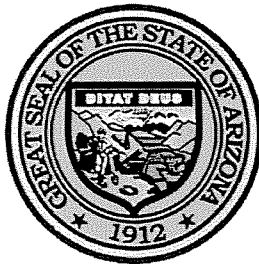
Recruiting a Diverse Workforce (Part IV)

Mr. Rick Griffin, President, Griffin Consultants

December 18, 2007 9:00AM – 11:00AM

Executive Tower – Grand Canyon Room

JANET NAPOLITANO
GOVERNOR



MANUEL V. CISNEROS
DIRECTOR

GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712

Tribal Government Consultation Policy

Purpose

This policy establishes the basic principles governing the Governors Office of Equal Opportunity (GOEO) relations with Tribal governments in the State of Arizona.

Introduction

The State of Arizona is fully dedicated to the philosophy and practice of equal economic and employment opportunities for all citizens, prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, veteran status or political affiliation, except when any of these factors is an existing bona fide occupational qualification.

The State of Arizona intends to remove all existing artificial barriers that have hindered qualified applicants and employees from full consideration for positions because of race, color sex, religion, national origin, age, disability or veteran status.

The policy to provide equal employment opportunity includes, but is not limited to:

- Hiring, placement, promotion, transfer or demotion
- Recruitment, advertising, and all solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for education and training
- Layoff, termination or reinstatement
- State service examination process

The State of Arizona seeks to enrich and facilitate programs designed to enhance the growth and development of minority and women-owned business enterprise.

The State of Arizona seeks to improve and enrich the quality of life for all citizens in the state.

Policy

GOEO recognizes the sovereignty of Tribal governments and their jurisdiction over lands within Indian Country as defined by federal law.

GOEO supports the strengthening of Tribal capacity for community, economic and workforce development. GOEO's support to Tribes will be provided in the interest of the State and will not be used as the basis for assertion of State authority within Indian Country.

GOEO is committed to developing cooperative relationships with Tribes, and will respect the concerns of Tribes.

Responsibility

The responsibility for the administration and enforcement of the GOEO Tribal Government Consultation Policy lies with the Director and Office of the Governor.

Procedure

1. GOEO will not conduct any activities within Indian Country without first receiving an invitation from the appropriate Tribal official.
2. GOEO will conduct cultural awareness training for state agencies, when appropriate and as resources allow, to better understand the beliefs, values, and communication styles that must be addressed to effectively provide products and services to Tribal members.
3. GOEO will open its training programs to Tribal officials and Tribal staff whenever possible.
4. GOEO will be responsible for exploring and offering alternative resolutions for grievances and allegations based on discrimination regarding race, sex, national origin, religion, age, disability or veteran status.
5. GOEO will work in conjunction with the Department of Commerce to develop and initiate programs designed to enhance and promote economic growth and enrichment in low income and minority communities, as well as minority and women-owned business enterprises by providing workshops, seminars and conferences to supply technical assistance, training and education.
6. GOEO will work cooperatively with Tribal Governments and Organizations to identify representatives to serve on State of Arizona Boards and Commissions.
7. GOEO will conduct programs, which are designed to develop and implement equal employment opportunities, diversity planning and cultural competency policies, and disadvantaged economic development policies and programs.
8. GOEO will educate the public about job openings and state contracting opportunities available within the State, in addition gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in the State of Arizona.
9. GOEO will establish and cultivate working relationships with key persons in Tribal Governments.
10. GOEO will develop and maintain existing mechanisms to announce and distribute various State agency employment postings, vacancies to state boards & commissions, and opportunities for minority and women owned businesses to tribal community outlets.

11. GOEO will maintain a contact database comprised of representatives in tribal, federal, state, county, city and minority non-profit organizations for the purpose of recruitment of members from under-utilized populations.

APPROVED BY:

Governors Office of Equal Opportunity

A handwritten signature in cursive script, reading "Manuel V. Cisneros", is written over a horizontal line.

Mr. Manuel V. Cisneros, Director

Issued: April 11, 2006

Signed: May 15, 2006

JANET NAPOLITANO
GOVERNOR



MANUEL V. CISNEROS
DIRECTOR

GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007

Phone: 602-542-3711 FAX: 602-542-3712

TRIBAL LIAISON ANNUAL REPORT (January 1, 2007 – December 10, 2007)

Equal Opportunity Coordinator & Native American Outreach

The Governor's Office of Equal Opportunity's Equal Opportunity Coordinator job description includes, among other things, the scheduling of meetings and on-site visits to Native American tribes, community organizations and state agencies to serve as a liaison to the governor through attendance and exhibits (where appropriate) at cultural activities and community events; to educate the public about job openings, state Boards and Commissions appointments and available state contracting opportunities; in addition, gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in Arizona.

Strategic Issues of the Governor's Office of Equal Opportunity:

- Reduce the State's Risk of loss due to exposure to lawsuits relating to discrimination, sexual harassment, and non-compliance with EEOC and ADA employment guidelines;
- Increase the ability of minorities to participate in state employment and on state Boards & Commissions;
- Provide accurate and timely EEO-4 reports to the Federal Government;
- Provide staffing to the Governor's Arizona Equity in State Contracting Initiative – Executive Order 2004-06;
- Provide coordination of alternative dispute resolution and mediation services to state agencies.

Other resources available to AZ Tribes through the GOEO:

- Works with Tribal Employment Rights Offices (TERO) and HR departments to provide technical assistance related to employment discrimination complaints;
- Distributes a general notice to the public, tribal community and tribal liaisons regarding jobs, scholarships, funding/grants, Tax credits, Financial Education, Small Business, community events, youth outreach initiatives, tribal summits, housing, etc., and;
- Works in cooperation with the Dept of Commerce to enhance and promote economic growth and enrichment in low income and minority communities.

Kristine Thomas served the Arizona Native American community from January 1, 2007 – December 10, 2007 as appropriate to Strategic Issue Numbers: 1, 2, 3, and 4 through the following individuals met with and events participated in:

1/16 Event: Indian Nations and Tribes Legislative Day
1/16 Presentation: AZ Native Assets Coalition
1/19 Event: AZ American Indian Chamber of Commerce Luncheon
1/31 Meeting: Indian Nations and Tribes Legislative Day Debrief
2/3 Event: Heard Museum World Hoop Dance Competition
2/6 Meeting: SRPMIC Warrior Society
2/7 Meeting: Nineteen Tribal Nations Workforce Investment Board - Parker, AZ
2/15 Event: Chandler Minority Business Development Breakfast
2/15 Event: AZ Governor's Tribal Summit on Education and Growth - Phoenix, AZ
3/2 Event: 49th Annual Heard Museum Guild Indian Fair & Market Reception
3/5 Conference Call: AZ Native Assets Coalition
3/5 Meeting: Dept of Corrections Recruitment Officers
3/15 Meeting: Phoenix Indian Center Spring Job Fair
3/16 Workshop: AZ Native Assets Coalition Strategic Planning
3/20 Presentation - 'Basic Introduction to American Indians: Life, History and Culture'
3/21 Event: Anti Defamation League Film Screening "In the White Man's Image"
3/22 Event: Anti Defamation League Film Screening "In Whose Honor?"
3/23 Event: Piestewa Memorial- Gourd Dance honoring all soldiers and veterans
3/26 Workshop: Hosted by City of Phoenix Tribal Outreach "Finding the Power to Bounce Back"
4/3 AZ Indian Town Hall Planning Meeting
4/5 AI Culture Sensitivity Training Development meeting
4/9 Navajo Code Talker Museum meeting
4/10 Diversity Leadership Alliance April Workshop
4/10 Phoenix Indian Ctr. Job Fair Planning meeting
4/11 GOEO Staff Meeting
4/12 Blessing Ceremony - Navajo Nation Office of Broadcast Services (Window Rock, AZ)
4/12 Building Dedication Ceremony - NN Office of Broadcast Services (Window Rock, AZ)
4/12 Site Visit - Extreme Home Makeover (Pinon, AZ)
4/13 Tribal Liaison trip to San Juan Southern Paiute (Hidden Springs, AZ)
4/18 ANAC Conference Call
4/20 American Indian Chamber Luncheon - Guest Speaker: Ken Poocha
4/26 3rd Annual American Indian Disability Summit
5/2 2007 Spring Job Fair in partnership with the Phoenix Indian Center
5/3 ASU VISTA Advisory Council
5/4 ANAC Conference Call
5/10 Governor's Tribal Summit
5/15 NCAI National Native American Economic Policy Summit
5/16 ANAC Reception
5/18 American Indian Chamber Luncheon - Guest Speaker, C. Vaughn
5/21 San Juan Southern Paiute meeting

5/24 Dept. of Building, Fire and Life Safety Tribal Outreach
 6/15 American Indian Chamber Luncheon
 6/15 First American Leadership Awards Dinner
 7/5 AZ Native Assets Coalition (Conference Call)
 7/12 Nineteen Tribal Nations Workforce Investment Board Meeting - Flagstaff
 7/16 AZ Indian Town Hall – University of Arizona (Tucson)
 7/20 AZ Native Assets Coalition (Conference Call)
 8/9 AZ Native Assets Coalition (Conference Call)
 8/15 Governor’s Rural Development Conference – Tucson
 8/21 AZ Native Assets Coalition (Conference Call)
 8/28 AZ Dept of Building, Fire and Life Safety Workshop
 8/30 Governor’s Tribal Liaison Retreat
 8/31 AZ Native Assets Coalition (Conference Call)
 9/6 AZ Native Assets Coalition (Conference Call)
 9/7 City of Phoenix Tribal Outreach Talking Circle
 9/11 Training: Recruitment and Retention Strategies (hosted by the GOEO)
 9/12 AZ Native Assets Coalition (Conference Call)
 9/18 AZ Native Assets Coalition (Conference Call)
 9/20 Diversity Leadership Alliance Annual Conference
 9/24 AZ Native Assets Coalition (Conference Call)
 9/25 AZ Native Assets Coalition Workshop – Prescott
 10/2 ASU Advisory Council for Native American Youth Outreach
 10/2 Training hosted by GOEO: Introduction to American Life, History and Culture
 10/6 Native American Recognition Days Farmers Market
 10/9 Training hosted by GOEO "Serving Customers who are Deaf or Hard of Hearing"
 10/10 ACIA Project Specialist Interview Panel
 10/15 ACIA Project Specialist Interview Panel
 10/16 Training hosted by GOEO: "Recruiting and Retaining a Diverse Workforce II"
 10/17 GOCYF Cultural Competence Committee Meeting
 10/18 ANAC Conference Call
 10/19 ACIA Project Specialist Interview Panel
 11/6 ANAC Conference Call
 11/15 1st Annual Native American Heritage Day (event)
 11/20 Training hosted by GOEO: "Recruiting and Retaining a Diverse Workforce III"
 11/28 Training hosted by GOEO "Serving Customers who are Blind or have Vision Loss"
 12/3 Urban American Indian Disability Summit Planning Mediation
 12/3 Mediation: AZ Department of Revenue and State Employee
 12/4 ANAC Leadership Workshop

Aggie Dellandre - AZ Dept. of Game and Fish
 Anthony Conforti - Native American Television, Inc.
 Berni Nevakuku - Hopi Credit Association
 Bob Barger - AZ Dept. of Building, Fire and Life Safety
 Bonnie Talakte - AZ Dept. of Education
 Brian Davidson – AZ Dept of Environmental Quality
 Carol Chicharello - AZ Health Care Cost Containment System

Charlita Shelton – University of Phoenix
Clinton Maxwell – AZ Dept. of Commerce
David Eagles – AZ Dept. of Corrections
Diana Shaffer - AZ Dept. of Game and Fish
Don Warne - American Indian Health Management and Policy
Dora Espinosa – AZ Dept. of Corrections
Elizabeth McNamee - St. Luke's Health Initiatives
Eric Descheenie - AZ Dept. of Housing
Fernando Castillo - MesaCan
Fred Hubbard - AZ Indian Health Advisory Council
Freddie Johnson - Phoenix Indian Center
Gary Grounds - Office of Manufactured Housing
Harvey Paymella - SRPMIC Dept of Education
Ian Record - Native Nations Institute
Jackie Mass - ADOA Staffing and Recruiting
Jeanine Linsenmeyer - AZ Supreme Court
Joann Rangel - ROC Human Resources
John C. Lewis - Southwest Native Consultants, Inc.
John Francis - Native American Television, Inc.
John Rowlinson - AZ State Fire Marshall
John Stahmer - Office of Administration for DFBLS
Karen Thorne - Phoenix Indian Center
Kee Long - Navajo Nation
Keith Little - President, Navajo Code Talkers Association
Ken Poocha – AZ Commission of Indian Affairs
Kenja Hassan – Arizona State University
Lanelle Smith – Navajo Partnership for Housing
Larita Stevens – Tetra Services
Levada Coker - AZ Dept. of Gaming
Levi Esquerre – NAU Center for American Indian Economic Development
Lisa Deer - Salt River Pima Maricopa Community
Loretta Lehan - Governor's Office on Highway Safety
Lorie Wells - AZ Commission of Indian Affairs
Manny Cisneros – Governor's Office of Equal Opportunity
Marie Bahe - AZ Dept. of Juvenile Corrections
Marisa Nuvayestewa – First Nations Development Institute
Marnie Hodahkwen - Governor's Office
Michael Allison - Dept. of Health Services
Michael Smith - Navajo Code Talkers Association
Michelle Stokes – City of Phoenix Parks and Recreation
Mike Camarillo - Navajo Nation Office of the President
Mike McMinn – Dept of Agriculture
Morris Greenidge – AZ Dept of Economic Security
Patricia Campbell - Governor's Office of Equal Opportunity
Paula Stone - ASU Office of Public Affairs
Rafael Tapia – AZ Dept of Commerce

Rep. Steve Farley – AZ State Legislature (District 28)
Rick Flum – Phoenix Police Department
Rick Griffin – Griffin Consultants
Robert Martin - U of A American Indian Studies
Ronnie Stricklin - Maricopa County Dept. of Transportation
Rosita Slider – Governor’s Office of Equal Opportunity
Sally Little - Dept. of Game and Fish
Sandy Chismark - Governor's Office
Sarah Lynn Vasquez - AZ Dept. of Juvenile Corrections
Shannon Rivers - Gila River Business Enterprise
Stephen Cornell - Native Nations Institute
Teresa Parker – City of Phoenix Clear Path Program
Tony Davis – Phoenix Police Department
Traci Morris - AZ Commission of Indian Affairs
Verna Johnson – Inter Tribal Council of Arizona
Wayne Taylor - Merrill Lynch

Project Results for this Reporting Period:

The Equal Opportunity Coordinator accomplished the following from January 1, 2007 – December 10, 2007:

- The Governor’s Office of Equal Opportunity (GOEO) provided a culture sensitivity training on February 16th, “Cultural Competence: Providing Better Service to AZ Tribes”, for agency directors and human resources staff. This effort complimented concerns cited by AZ Tribal Leaders at the Governor’s Tribal Summit on February 15th;
- The Governor’s Office of Equal Opportunity (GOEO) met with the Department of Corrections recruiting officers to discuss alternative strategies to attract Native American applicants;
- The Governor’s Office of Equal Opportunity (GOEO) facilitated a meeting between ASU and NAU to discuss a possible partnership to offer native youth financial education seminars;
- The GOEO worked with the ACIA on planning for the AZ Indian Town Hall. “Strength in Native Youth: Health, Education and Community”;
- The GOEO worked with the ACIA to discuss a ‘Business Communications’ (a.k.a. Cultural Sensitivity) training that could be offered as a precursor to the Introduction to American Indians training class;
- The GOEO facilitated a meeting for the Navajo Code Talkers Association (NCTA) and Marnie Hodahkwen. The NCTA would like the Governors support to build a museum and has established a partnership with the Smithsonian Institute for the development of this project;
- The GOEO partnered and planned a job fair with the Phoenix Indian Center. 26 public and private employers participated in the event. We had approximately 300 applicants attend the May 2nd Job Fair;

- The GOEO visited the Extreme Home Makeover construction site in Pinon, AZ. EHM was constructing a Hogan for the Garrett Yazzie family utilizing energy efficient products;
- The GOEO and other tribal liaisons made a visit the San Juan Southern Paiute tribe. The tribe is in the preliminary stages of community development. They have a small patch of land called Hidden Springs, which will become their official location once basic infrastructure has been established. Our office will contribute to the implementation of a community assessment to identify the needs desired by the community;
- The GOEO made a presentation at the ASU School of Design on career opportunities outside a designated field of study;
- The GOEO has established a new partnership with Jobing.com. We have been invited to participate in their Diversity Professional Advisory Council and assigned a profile to create blogs on the jobing.com website. Blog entries would be focused on EEO, diversity and recruitment issues;
- The GOEO met with the Department of Game and Fish Human Resources and Personnel staff to discuss methods to recruit American Indian applicants;
- The GOEO continued their partnership with the ANAC. We have been meeting with the leadership committee to implement the strategic plan and increase membership. We are also taking the lead role in their Marketing and Outreach subcommittee;
- The GOEO has established a partnership with the City of Phoenix to offer disability sensitivity to both city and state employees. Plans were made to offer 4 training classes from October 2007 through March 2008. The first training offered will be 'Serving Customers who are Deaf or Hard of Hearing on October 9th;
- The GOEO has established a partnership with Mr. Rick Griffin, President, Griffin Consultants. Mr. Griffin has agreed to provide 4 training courses to state agency employees who focus on recruitment efforts. This seminar series is intended to help organizations to recruit, to hire, to train and motivate diverse individuals and groups. The successful organization is not only using diversity to build a stronger, more cohesive work force, but also to explore the multitude of ideas and viewpoints that diversity offers. Interactive activities help participants learn how to recruit a diverse workforce through the use of researched based recruitment strategies;
- The GOEO participated in a taped program hosted by the ASU Inspiring Voices program. ASU arranged for a native youth to interview Kristine Thomas on her background, educational experience and career experiences. An emphasis was made on how she was able to overcome barriers to achieve success in higher education. This clip will be distributed statewide to schools on reservations to encourage and inform native youth that higher education is available regardless of financial limitations;
- The GOEO worked with the Department of Building, Fire and Life Safety to offer the first agency tribal outreach meeting. There were five tribes in attendance and is the beginning of a series of future meetings on how to provide resources to the tribes throughout the state.

Objectives and Activities to Accomplish:

- Facilitate the efforts of key agencies, community based organizations, and corporations to reach out to and educate underrepresented groups with regard to laws that protect individuals from all forms of discrimination.
- To create ways in which the Governor's Office of Equal Opportunity can acquire all executive level agencies' covered and uncovered vacant positions so that those particular positions can be solicited to and employed with underrepresented groups.
- To develop a systematic plan in identifying and recruiting for state government employment through cooperative partnerships and/or collaborative efforts with the various local, state, and federal agencies, non-profit organizations, and tribal communities.
- Develop a systematic plan in recruitment for state Boards and Commissions appointments through cooperative partnerships.
- Continue to revise the Governor's Office of Equal Opportunity's web page to better assist the public and state agencies in carrying out all purposes of this office including the Governor's Equity in State Contracting Initiative (Executive Order 2004-06)
- Assist the GOEO Director in coordinating regular EEO training and related workshops, and assist in facilitating future EEO liaison meetings.
- Develop cooperative efforts between key agencies, commissions, businesses, and chambers to increase state contracting opportunities for Native American and other minority owned small businesses through the Governor's Equity in State Contracting Initiative.

Report prepared by: Kristine Thomas, EEO Coordinator

Date: December 10, 2007



Governor's Minority Advisory Councils Joint Subcommittee on Recruitment and Retention

The Governor's Minority Advisory Councils created a Joint Subcommittee on Recruitment and Retention that began to meet in June 2006 to consider questions related to workforce diversity within the state of Arizona. The Subcommittee has met bi-weekly and has developed a strategic diversity plan for the Governor to consider.

At the time of this writing, the Subcommittee is preparing to present its recommendations to the Governor for adoption. These recommendations will include creation of an Arizona Diversity Council and an Office of Diversity.

The Subcommittee created the following Mission and Vision statements:

Subcommittee Mission

"A comprehensive strategic action plan, inclusive of measurable goals, that highlights best practices, enhances the State's ability to succeed in a global marketplace, and assists the State in cultivating a diverse and inclusive workforce at all organizational levels of State government; a workforce that reflects the changing demographics of our growing multi-cultural community."

Subcommittee Vision

"A diverse multi-cultural workforce that reflects the community, promotes equal opportunity at all levels of public employment, and creates an inclusive work environment that enables all individuals to perform to their fullest potential free from discrimination."

The intent of this Subcommittee is to recommend to the Governor, for implementation by Executive Order, a statewide strategic diversity plan to begin a dialog on best practices in recruitment and retention of all qualified state employees.

* * *



ARIZONA STEPS UP

The Governor's Equity in State Contracting Initiative has created a statewide partnership for equity in procurement called Arizona Steps Up, a statewide collaboration between the Arizona Department of Transportation, the City of Phoenix and the City of Tucson.

Arizona Steps Up is the Governor's Equity in State Contracting Initiative's directory of certified minority-owned, women-owned, and small businesses located in Arizona.

This directory will serve as a resource for state procurement and purchasing personnel and the general public to locate minority-owned, women-owned, and small businesses interested in increasing opportunities to become suppliers. Please visit the website at <http://az.gov/webapp/azstepsup/>

Arizona State Procurement Office (SPO)

Housed within the Arizona Department of Administration, the State Procurement Community Outreach Office assists individuals interested in doing business with the State of Arizona. The SPO Program Administrator, John Red Horse, can be reached at 602-542-9127.

Pursuant to Governor Janet Napolitano's Executive Order 2007-21, the SPO Community Outreach Office is also responsible for Diversity Reporting for State Agencies which states:

- When required to request quotes, agencies shall rotate the businesses invited to submit quotes and request at least one quote from a woman- or minority-owned business;
- Employees shall be educated about this Executive Order;
- Agencies shall track and report solicitations and awards and submit annual reports;
- Executive Branch agencies shall promote the use of small businesses and woman- and minority-owned businesses as subcontractors and suppliers; and
- Executive Branch agencies shall review participation levels and seek to increase participation.

Additional information about the Governor's Equity in State Contracting Initiative can be found at its website address: <http://www.azgovernor.gov/esci/>

Please visit the SPO Community Outreach Office website at: <http://www.azdoa.gov/spo/directory/directory-files/community-outreach> to try out the AZ Steps Up feature and information regarding available technical training.

GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY
EEO Administrator Directory

AB Arizona Board of Accountancy

100 N. 15th Avenue, Suite 165
Phoenix, Arizona 85007
Valerie Elliott, Executive Director
veliott@azaccountancy.gov
Vacant, Equal Opportunity Administrator
[Vacant](#)
(602) 364-0870
Fax (602) 364-0903
Total Employees 19

AD Arizona Department of Administration

100 N. 15th Avenue, Suite 103
Phoenix, Arizona 85007
William Bell, Executive Director
Bill.Bell@azdoa.gov
Ron Loyd, Equal Opportunity Administrator
ron.loyd@azdoa.gov
(602) 542-0680
Fax (602) 542-1980
Total Employees 792

AE Arizona Radiation Regulatory Agency

4814 S. 40th Street
Phoenix, Arizona 85040-2940
Aubrey V. Godwin, Director
agodwin@arra.state.az.us
Arthur Nunez, Business Manager
anunez@arra.state.az.us
(602)255-4845 ext. 223
Fax (602) 437-0705
Total Employees 46

AG Office of the Attorney General

1275 W. Washington
Phoenix, Arizona 85007-2926
Terry Goddard, Attorney General
sally.ripley@azag.gov
Melanie Pate, Acting Human Resources Director
(602) 542-8051
mpate@azag.gov
Karen Prescott, Equal Opportunity Administrator
karen.prescott@azag.gov
(602) 542-8052
Fax (602) 542-8000
Total Employees 689

AH Arizona Department of Agriculture

1688 W. Adams
Phoenix, Arizona 85007
Donald Butler, Director
dbutler@azda.gov
Mike McMinn, Human Resource Analyst
mmcminn@azda.gov
(602) 542-4315
Fax (602) 542-7547
Total Employees 338

AN State of Arizona Acupuncture Board of Examiners

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Pete Gonzalez, Director
pete.gonzalez@azacuboard.az.gov
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-3095
Fax (602) 542-3093
Total Employees 1

AP Arizona Board of Appraisal

1400 W. Washington, Suite 360
Phoenix, Arizona 85007
Deborah Pearson, Executive Director
deborah.pearson@appraisal.state.az.us
Jessica Jessup, HR, Admin III
jessica.jessup@appraisal.state.az.us
(602) 542-1543
Fax (602) 542-1598
Total Employees 13

AT Arizona Automobile Theft Authority

1400 W. Washington, Suite 270
Phoenix, Arizona 85007
Enrique Cantu, Executive Director
enrique.cantu@aata.state.az.us
Paul Boelhauf, Equal Opportunity Administrator
Paul.boelhauf@aata.state.az.us
(602) 364-2886
Fax (602) 364-2897
Total Employees 6

AU Auditor General

2910 N. 44th Street, Suite 410
Phoenix, Arizona 85018
Debbie Davenport, Auditor General
Jeff Larson, General Counsel
jl Larson@auditor.gen.state.az.us
Linda Aicone, Equal Opportunity Administrator
laicone@auditor.gen.state.az.us
(602) 553-0333 ext. 1113
Fax (602) 553-0051
Total Employees 195

BB Arizona Board of Barbers

1400 W. Washington, Suite 220
Phoenix, Arizona 85007
Sam B. LaBarbera, Executive Director
[no email access](#)
Mary Jane Jones, Equal Opportunity Administrator
[no email access](#)
(602) 542-4498
Fax 542-3093
Total Employees 8

BD Arizona Department of Financial Institutions

2910 N. 44th Street, Suite 310
Phoenix, Arizona 85018
Felecia Rotellini, Superintendent of Banks
frotellini@azdfi.gov
Mike Fowler, Equal Opportunity Administrator
mfowler@azdfi.gov
(602) 255-4421 ext. 122
Fax (602) 381-1225
Total Employees 65

BH State of Arizona Board of Behavioral Health Examiners

1400 W. Washington, Suite 350
Phoenix, Arizona 85007
Debra Rinaudo, Executive Director
Debra.Rinaudo@bbhe.state.az.us
Pamela Osborn, Equal Opportunity Administrator
pamela.osborn@bbhe.state.az.us
(602) 542-1882
Fax (602) 542-1830
Total Employees 36

BN Arizona State Board of Nursing

1651 E. Morten Avenue, Suite 210
Phoenix, Arizona 85020
Joey Ridenour, Executive Director
jridenour@azbn.org
Judy Bontrager, Associate Director
jbbontrager@azbn.org
(602) 889-5204
Fax (602) 889-5155
Total Employees 56

BR Arizona Board of Regents

2020 N. Central Avenue, Suite 230
Phoenix, Arizona 85004-4593
Joel Sideman, Executive Director
joel.sideman@asu.edu
Gale Tebeau, Equal Opportunity Administrator
gale@asu.edu
(602) 229-2522
Fax (602) 229-2555
Total Employees 40

CB Arizona State Board of Cosmetology

1721 E. Broadway Road
Tempe, Arizona 85282-1611
Sue Sansom, Executive Director
ssansom@azboc.gov
Cheryl Adams, Equal Opportunity Administrator
cadams@azboc.gov
(480) 784-4539 ext. 227
Fax (480) 784-4962
Total Employees 26

CC Arizona Corporation Commission

1200 W. Washington
Phoenix, Arizona 85007-2927
Dean Miller, Acting Executive Director
dmiller@azcc.gov
Michael Kearns, Equal Opportunity Administrator
mkearns@azcc.gov
(602) 542-0657
Fax (602) 542-4111
Total Employees 288

**CD Arizona Early Childhood Development
and Health Board**

4000 N. Central Avenue, Suite 1480
Phoenix, Arizona 85012
Elliot Hibbs, Executive Director
elliott.hibbs@azecdhd.gov
Donna Linkous, Equal Opportunity Administrator
donna.linkous@azecdhd.gov
(602) 771-5100
Fax (602) 265-0009
Total Employees

**CE Arizona State Board for Chiropractic
Examiners**

5060 N. 19th Avenue, Suite 416
Phoenix, Arizona 85015
Patrice Pritzl, Executive Director
ppritzl@earthlink.net
Charles Brown, Equal Opportunity Administrator
chuckb@earthlink.net
(602) 864-5088 ext. 13
Fax (602) 864-5099
Total Employees

CL Arizona State Park and Fair Exposition

P.O. Box 6728
Phoenix, Arizona 85005-6728
Don B. West, Executive Director
don.west@azstatefair.com
Pamela Stocksdales, Equal Opportunity
Administrator
pamela.stocksdales@azstatefair.com
(602) 252-6771 ext. 259
Fax (602) 495-1302
Total Employees 2202

CO Court of Appeals - Division One

1501 W. Washington, Suite 305
Phoenix, Arizona 85007
John C. Gemmill, Chief Judge
jgemmill@appeals.az.gov
Philip Urry, Clerk of the Court
purry@appeals.az.gov
(602) 542-4821
Fax (602) 542-4833
Total Employees 109

CS Arizona State Board for Charter schools

1700 W. Washington, Suite 164
Phoenix, Arizona 85007
DeAnna Rowe, Executive Director
deanna.rowe@asbcs.az.gov
Heather Kelley, Equal Opportunity Administrator
heather.kelley@asbcs.az.gov
(602) 364-3085
Fax (602) 364-3089
Total Employees 8

CT Court of Appeals - Division Two

400 W. Congress Street
Tucson, Arizona 85701
John Pelander, Chief Judge
pelander@apltwo.ct.state.az.us
Jeffery Handler, Clerk of the Court
handler@apltwo.ct.state.az.us
(520) 628-6959
Fax
Total Employees 40

DC Arizona Department of Corrections

1601 W. Jefferson
Phoenix, Arizona 85007
Dora B. Schriro, Director
dschriro@azcorrections.gov
Dora Espinosa, Equal Opportunity Coordinator
despino@azcorrections.gov
(602) 771-2100 ext. 326
Fax (602) 542-5682
Total Employees 9327

DE Arizona Department of Economic Security

1717 W. Jefferson, #109
Phoenix, Arizona 85007
Tracey Wareing, Director
twareing@azdes.gov
Morris Greenidge, Equal Opportunity
Administrator
mgreenidge@azdes.gov
(602) 364-3976
Fax (602) 364-3982
Fax: (602) 254-8457
Total Employees 10775

**DF Arizona Commission for the Deaf and
Hard of Hearing**

1400 W. Washington, Suite 126
Phoenix, Arizona 85007
Sherri Collins, Executive Director
sherri.collins@acdhh.state.az.us
Lynn Wakefield, Equal Opportunity Administrator
lynn.wakefield@acdhh.state.az.us
(602) 542-3363
Fax (602) 542-3380
Total Employees 15

DI Arizona Biomedical Research Commission

15 S. 15th Avenue, Suite 103
Phoenix, Arizona 85007
Dawn C. Schroeder, Executive Director
Dawn.Schroeder@azabrc.gov
James Matthews, Equal Opportunity Administrator
James.matthews@azabrc.gov
(602) 542-1028
Fax (602) 542-6380
Total Employees 14

**DJ Arizona Department of Juvenile
Corrections**

1624 W. Adams
Phoenix, Arizona 85007
Michael Branham, Director
mbranham@azdjic.gov
Marie Bahe, Equal Opportunity Administrator
mbahe@azdjic.gov
(602) 542-4354
Fax (602) 542-5156
Total Employees 1129

**DO Arizona State Board of Dispensing
Opticians**

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Lori Scott, Executive Director
director@asbdo.state.az.us
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 543-3095
Fax (602) 542-3093
Total Employees 8

DT Arizona Department of Transportation

205 S. 17th Avenue
Phoenix, Arizona 85007-3213
Victor Mendez, Director
vmendez@azdot.gov
Nancy Gomez, Human Resources Manager
ngomez@azdot.gov
Eddie Edison, Director - Office of Civil Rights
eedison@azdot.gov
1135 N. 22nd Avenue
Phoenix, Arizona 85009
(602) 712-7761
Fax (602) 712-8429
Total Employees 4670

DX Arizona Board of Dental Examiners

5060 N. 19th Avenue, Suite 406
Phoenix, Arizona 85007
Kevin Earle, Executive Director
kearle@azbodex.com
jinchapko@azbodex.com
Pamela J. Paschal, Deputy Director
ppaschal@azbodex.com
(602) 242-1492
Fax (602) 242-1445
Total Employees 20

EC Citizens Clean Elections Commission

1616 W. Adams, Suite 110
Phoenix, Arizona 85007
Todd Lang, Executive Director
Todd.Lang@azcleelections.gov
Paula Ortiz, Equal Opportunity Administrator
paula.ortiz@azcleelections.gov
(602) 364-3477
Fax (602) 364-3487
Total Employees 13

ED Department of Education

1535 W. Jefferson
Phoenix, Arizona 85007
Tom Horne, State Superintendent of Public
Instruction
thorne@ade.az.gov
Debra Jacobs, Equal Opportunity Administrator
debbiejacobs@azed.gov
(602) 542-3186
Fax (602) 542-3073
Total Employees 589

EP Arizona Department of Commerce

1700 W. Washington, Suite 600
Phoenix, Arizona 85007
Jan Leshner, Director
janl@azcommerce.com
Kimberly Trask, Equal Opportunity Administrator
kimt@azcommerce.com
(602) 771-1108
Fax (602) 771-1199
Total Employees 94

EQ Arizona State Board of Equalization

100 N. First Avenue, Suite 130
Phoenix, Arizona 85007
Harold Scott, Chairman
chairman@sboe.state.az.us
Phillip G. Viator, Equal Opportunity Administrator
pviator@sboe.state.az.us
(602) 364-1600
Fax (602) 364-1616
Total Employees 12

**EV Arizona Department of Environmental
Quality**

1110 W. Washington Street
Phoenix, Arizona 85007
Steve Owens, Director
owens.stephen@azdeq.gov
Bob Rocha, Director, Administrative Service
Division
rr3@azdeq.gov
(602) 771-4867
Fax (602) 771-4438
Total Employees 649

**FD Arizona State Board of Funeral Directors
and Embalmers**

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Rodolfo R. Thomas, Executive Director
rudolph.thomas@funeralbd.state.az.us
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8152
Fax (602) 542-3093
Total Employees 11

GF Arizona Game and Fish Department

5000 W. Carefree Hwy
Phoenix, Arizona 85086
Larry Voyles, Director
lvoyles@azgfd.gov
Diana Angulo Shaffer, Equal Opportunity
Administrator
dshaffer@azgfd.gov
(623) 236-7316
Fax (623) 236-7299
Total Employees 639

GM Department of Gaming

202 E. Earl Drive, Suite 200
Phoenix, Arizona 85012
Paul Bullis, Director
pbullis@azgaming.gov
Levada Coker, Equal Opportunity Administrator
lcoker@azgaming.gov
(602) 604-1801
Fax (602) 255-3883
Total Employees 106

GS Arizona Geological Survey

416 W. Congress Street, Suite 100
Tucson, Arizona 85701
M. Lee Allison, Director and State Geologist
Lee.Allison@azgs.az.gov
Beverly Donahue, Equal Opportunity
Administrator
beverly.donahue@azgs.az.gov
(520) 770-3500
Fax (520) 770-3505
Total Employees 37

**GT Government Information Technology
Agency**

100 N. 15th Avenue, Suite 440
Phoenix, Arizona 85007
Chris Cummiskey, Director
ccummiskey@azgita.gov
Barbara Nicholson, Equal Opportunity
Administrator
bnicholson@azgita.gov
(602) 364-4482
Fax (602) 364-4799
Total Employees 21

GV Office of the Governor

1700 W. Washington
Phoenix, Arizona 85007
Janet Napolitano, Governor
Manny Cisneros, Director - Office of Equal
Opportunity
mcisneros@az.gov
(602) 542-3711
Fax (602) 542-3712
Total Employees 155

**HC Arizona Health Care Cost Containment
System**

801 E. Jefferson
Phoenix, Arizona 85034
Anthony D. Rodgers, Director
ADRodgers@azahcccs.gov
Marge Franco, Equal Opportunity Administrator
Margaret.Franco@azahcccs.gov
(602) 417-4485
Fax (602) 253-6177
Total Employees 1330

HD Arizona Department of Housing

1110 W. Washington, Suite 310
Phoenix, Arizona 85007
Fred Karnas, Jr., Director
fredk@housingaz.com
Lori Moreno, Equal Opportunity Administrator
lorim@housingaz.com
(602) 771-1061
Fax (602) 771-1002
Total Employees 66

**HE Board of Homeopathic Medical
Examiners**

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Christine Springer, Executive Director
chris.springer@azhomeopathbd.az.gov
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8168
Fax (602) 542-3093
Total Employees 7

HG Office of Administrative Hearings

1400 W. Washington, Suite 101
Phoenix, Arizona 85007
Cliff J. Vanell, Director
cliff.vanell@azoah.com
Jeff Sanchez, Equal Opportunity Administrator
jeffery.sanchez@azoah.com
(602) 542-9832
Fax (602) 542-9827
Total Employees 29

HI Arizona Historical Society

949 E. 2nd Street
Tucson, Arizona 85719
Anne I. Woosley, Executive Director
woosley@azhs.gov
Yolanda South, Executive Assistant
ysouth@azhs.gov
(520) 617-1168
Fax (520) 628-5695
Total Employees 58

HO House of Representatives

1700 W. Washington
Phoenix, Arizona 85007
Representative Jim Wiers, Speaker of the House
jwiers@azleg.state.az.us
6029264221 (Information)
Fax (602) 417-3116
Total Employees 212

HS Arizona Department of Health Services

150 N. 18th Avenue, Suite 500
Phoenix, Arizona 85007
Susan Gerard, Director
gerards@azdhs.gov
Sylvia Vega, Deputy Human Resources Manager
vegas@azdhs.gov
1740 W. Adams Street
Phoenix, Arizona 85007-2670
(602) 542-1295
Fax (602) 542-1062
Total Employees 1995

HU Arizona Commission on the Arts

417 W. Roosevelt Street
Phoenix, Arizona 85003-1326
Robert Booker, Director

rbooker@azarts.gov

Diana Marczak, Equal Opportunity Administrator

dmarczak@azarts.gov

(602) 771-6533

Fax (602) 256-0282

Total Employees 15

IA Arizona Commission of Indian Affairs

1400 W. Washington, Suite 300
Phoenix, Arizona 85007
Kenneth Poocha, Executive Director

kenneth.poocha@azcia.gov

(602) 542-3123

Fax (602) 542-3123

Total Employees 12

IC Industrial Commission

800 W. Washington
Phoenix, Arizona 85007
Larry Etchechury, Director

letchechury@ica.state.az.us

Margaret Lindsay, Equal Opportunity
Administrator

mlindsay@ica.state.az.us

(602) 542-5532

Fax (602) 542-0533

Total Employees 275

ID Department of Insurance

2910 N. 44th Street, Suite 210
Phoenix, Arizona 85018-7256
Christina Urias, Director

curias@id.state.az.us

Scott B. Greenburg, Equal Opportunity
Administrator

sgreenburg@id.state.az.us

(602) 912-8406

Fax (602) 912-8452

Total Employees 140

JC Arizona Criminal Justice Commission

1110 W. Washington, Suite 230
Phoenix, Arizona 85007
John Blackburn, Jr., Executive Director

jrblackburn@azcjc.gov

Susan Preston, Office Manager

Spreston@azcjc.gov

(602) 364-1161

Fax (602) 364-1175

Total Employees 28

**LA Arizona State Library, Archives and
Public Records**

1700 W. Washington, Room 200
Phoenix, Arizona 85007
GladysAnn Wells, Director

services@lib.az.us

Joan Clark, Interim Equal Opportunity
Administrator

lclark@lib.az.us

(602) 926-3805

Fax (602) 542-4972

Total Employees 126

LC Arizona Legislative Council

1700 W. Washington, Suite 100
Phoenix, Arizona 85007-2899
Michael Braun, Executive Director
mbraun@azleg.state.gov
Elizabeth Douglas, Equal Opportunity
Administrator
edouglas@azleg.state.gov
(602) 926-4236
Fax (602) 926-4803
Total Employees 45

LD Arizona State Land Department

1616 W. Adams
Phoenix, Arizona 85007
Mark Winkleman, State Land Commissioner
mwinklem@land.az.gov
Elona Hill, Equal Opportunity Administrator
ehill@land.az.us
(602) 542-2636
Fax (602) 542-5223
Total Employees 251

**LL Arizona Department of Liquor Licenses
and Control**

800 W. Washington, 5th Floor
Phoenix, Arizona 85007
Jerry Oliver, Director
Jerry.Oliver@azliquor.gov
Pearlette Ramos, Equal Opportunity Administrator
pearlette.ramos@azliquor.gov
(602) 542-9021
Fax (602) 542-5707
Total Employees 61

LO Arizona Lottery

4740 E. University Drive
Phoenix, Arizona 85034
Art Macias, Executive Director
amacias@azlottery.gov
Carolyn Koll, Equal Opportunity Administrator
ckoll@azlottery.gov
(480) 921-4476
Fax (480) 921-4488
Total Employees 104

LW Law Enforcement Merit System Council

P.O. Box 6638
Phoenix, Arizona 85005-6638
Iven T Wooten, Business Manager
iwooten@azdps.gov
(602) 223-2286
Fax (602) 223-2096
Total Employees 1

**MA Department of Emergency and Military
Affairs**

5636 E. McDowell Road
Phoenix, Arizona 85008-3495
David P. Rataczak, Major General
david.rataczak@az.ngb.army.mil
, JFHQ State Diversity Coordinator
(602) 629-4806
Danielle Salomon, Administrative Services Officer
danielle.salomon@azdema.gov
(602) 267-2731
Fax (602) 267-2954
Total Employees 995

ME Arizona Medical Board

9545 E. Doubletree Ranch Road
Scottsdale, Arizona 85258-5514
Lisa Wynn, Executive Director
lwynn@azmd.gov

Evangeline Webster, Director of Human Resources
ewebster@azmd.gov
(480) 551-2714
Fax (480) 551-2707
Total Employees 47

MI Arizona State Mine Inspector

1700 W. Washington, Suite 400
Phoenix, Arizona 85007-2805
Joe Hart, Mine Inspector
jhart@mi.state.az.us

Lori Swartzbaugh, Equal Opportunity
Administrator
lswartzbaugh@mi.state.az.us
(602) 542-5971
Fax (602) 542-5335
Total Employees 13

**MM Department of Fire, Building and Life
Safety**

1110 W. Washington, Suite 100
Phoenix, Arizona 85007
Robert Barger, Director
robert.barger@dfbls.az.gov

Laura Heath, Equal Opportunity Administrator
laura.heath@dfbls.az.gov
(602) 364-1009
Fax (602) 364-1052
Total Employees 52

**MN Arizona Department of Mines and
Mineral Resources**

1502 W. Washington
Phoenix, Arizona 85007
Mr. Madan Singh, Director
madan.singh@mines.az.gov

Jacqueline D. Hall, Administrative Assistant
jacquelined.hall@hotmail.com
(602) 771-1600 ext. 11
Fax (602) 255-3777
Total Employees 16

**NB State of Arizona Naturopathic Physicians
Board of Medical Examiners**

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Craig Runbeck, Executive Director
craig.runbeck@npbomex.az.gov

Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8168
Fax (602) 542-3093
Total Employees 14

**NC Board of Examiners of Nursing Care
Institution Administrators and Assisted Living
Facility Managers**

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Allen Imig, Executive Director
allen.imig@nciabd.state.az.us

Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8156
Fax (602) 542-8316
Total Employees 12

**NS State of Arizona Navigable Stream
Adjudication Commission**

1700 W. Washington, Suite 404
Phoenix, Arizona 85007
George Mehnert, Executive Director
streams@mindspring.com
George Mehnert, Equal Opportunity Administrator
streams@mindspring.com
(602) 542-9214
Fax (602) 542-9220
Total Employees 6

OB Arizona State Board of Optometry

1400 W. Washington, Ste 230
Phoenix, Arizona 85007
Margaret Whelan, Executive Director
margaret.whelan@optometry.az.gov
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8168
Fax (602) 542-3093
Total Employees 8

OM Ombudsman-Citizens' Aide

3737 N. 7th Street, Suite 209
Phoenix, Arizona 85014
Pat Shannahan, Director
ombuds@azoca.gov
(602) 277-7292
Fax (602) 277-7312
Total Employees 5

**OS Board of Osteopathic Examiners in
Medicine and Surgery**

9535 E. Doubletree Ranch Road
Scottsdale, Arizona 85258-5539
Jack Confer, Executive Director
Jack.Confer@azdo.gov
Beverly Alfson, Equal Opportunity Administrator
beverly.alfson@azdo.gov
(480) 657-7703 ext. 25
Fax (480) 657-7715
Total Employees 13

**OT Arizona Board of Occupational Therapy
Examiners and Athletic Trainers**

5060 N. 19th Avenue, Suite 209
Phoenix, Arizona 85015
Linda Wells, Executive Director
linda.wells@otboard.az.gov
(602) 589-8352
Fax (602) 589-8354
Total Employees 12

PA Arizona Power Authority

1810 W. Adams
Phoenix, Arizona 85007-2697
Joe Mullholland, Executive Director
joe@powerauthority.org
Tom Kinsey, Equal Opportunity Administrator
tom@powerauthority.org
(602) 542-4263
Fax (602) 253-7970
Total Employees 14

PB Arizona State Personnel Board

1400 W. Washington, Suite 280
Phoenix, Arizona 85007
Judith L. Henkel, Executive Director
judy.henkel@personnel.state.az.us
Laurie Butler, Equal Opportunity Administrator
laurie.butler@personnel.state.az.us
(602) 542-3822
Fax (602) 542-3588
Total Employees 6

PE Arizona Commission for Postsecondary Education

2020 N. Central Ave, Ste 550
Phoenix, Arizona 85004-4503
Dr. April Osborn, Executive Director
aosborn@azhighered.gov
Mila Zaportez, Equal Opportunity Administrator
mila@azhighered.gov
(602) 258-2435 ext. 102
Fax (602) 258-2483
Total Employees 6

PH Prescott Historical Society

415 W. Gurley Street
Prescott, Arizona 86301
John Langellier, Executive Director
john@sharlot.org
Cathy Clevenger, Equal Opportunity Administrator
cathy@sharlot.org
(928) 445-3122 ext. 11
Fax (928) 776-9053
Total Employees 12

PI Arizona Pioneers Home

300 S. McCormick Street
Prescott, Arizona 86303
Gary Olson, Superintendent
gary.olson@azph.gov
Kim Stromberg, Equal Opportunity Administrator
kim.stromberg@azph.gov
(928) 445-2181 ext. 224
Fax (928) 778-1148
Total Employees 131

PM Arizona State Board of Pharmacy

1700 W. Washington, Suite 250
Phoenix, Arizona 85007
Hal Wand, Executive Director
hwand@azpharmacy.gov
Tiffany Poetsch, Equal Opportunity Administrator
tpoetsch@azpharmacy.gov
(623) 463-2727
Fax (623) 934-0583
Total Employees 24

PO Arizona State Board of Podiatry Examiners

1400 W. Washington, Suite 230
Phoenix, Arizona 85007
Dee Doyle, Executive Director
dee.doyle@podiatry.az.gov
Megan Darian, Equal Opportunity Administrator
megan.darian@azdoa.gov
(602) 542-8168
Fax (602) 542-3093
Total Employees 6

PP Arizona Board of Executive Clemency

1645 W. Jefferson, Suite 326
Phoenix, Arizona 85007
Duane Belcher,
duane.belcher@aboec.state.az.us
Cynthia Jenkins, Equal Opportunity Administrator
cynthia.jenkins@azboec.state.az.us
(602) 542-5656 ext. 249
Fax (602) 542-5680
Total Employees 15

PR Arizona State Parks

1300 W. Washington, Suite 230
Phoenix, Arizona 85007
Ken Travous, Executive Director
ktravous@azstateparks.gov
Jeanette Hall, Human Resources Manager
jhall@azstateparks.gov
(602) 542-6922
Fax (602) 542-6949
Total Employees 349

PS Arizona Department of Public Safety

2102 W. Encanto Blvd.
Phoenix, Arizona 85009
Roger Vanderpool, Director
rvanderpool@azdps.gov
Donna Shields, Equal Opportunity Administrator
dshields@azdps.gov
(602) 223-2397
Fax (602) 223-2945
Total Employees 2112

PT Arizona State Board of Physical Therapy

4205 N. 7th Ave, Suite 208
Phoenix, Arizona 85013
Heidi Herbst-Paakkonen, Executive Director
heidi.herbst-paakkonen@ptboard.state.az.us
(602) 274-0236
Fax (602) 274-1378
Total Employees 11

**PV Arizona State Board for Private Post
Secondary Education**

1400 W. Washington, Suite 260
Phoenix, Arizona 85007
Teri Candelaria, Executive Director
teri.candelaria@azppse.state.az.us
Carmen Flores, Equal Opportunity Administrator
carmen.flores@azppse.state.az.us
(602) 542-5715
Fax (602) 542-1253
Total Employees 11

RB Board for Respiratory Care Examiners

1400 W. Washington, Suite 200
Phoenix, Arizona 85007
Mary Hauf Martin, Executive Director
recept@rb.state.az.us
(602) 542-5995
Fax (602) 542-5900
Total Employees 11

RC Arizona Department of Racing

1110 W. Washington, Suite 260
Phoenix, Arizona 85007
Geoffrey Gonsher, Executive Director
ggonsher@azracing.state.az.us
Pearl Pistiner, Equal Opportunity Administrator
ppistiner@azracing.gov
(602) 364-1696
Fax (602) 364-1703
Total Employees 59

RD Independent Redistricting Commission

1400 W. Washington, Room B-10
Phoenix, Arizona 85007
Adolfo Echeveste, Executive Director
adolfo.echeveste@azredistricting.org
Lou Jones, Equal Opportunity Administrator
lou.jones@azredistricting.org
(602) 364-1350
Fax (602) 364-1351
Total Employees 4

RE Arizona Department of Real Estate

2910 N. 44th St, Suite 100
Phoenix, Arizona 85018-7256
Samuel P. Wercinski, Director
swercinski@azre.gov
Vicky Rokkos, Equal Opportunity Administrator
vrokkos@azre.gov
(602) 468-1414 ext. 160
Fax (602) 468-0562
Total Employees 65

RG Arizona Registrar of Contractors

800 W. Washington, 6th Floor
Phoenix, Arizona 85007
Fidelis V. Garcia, Director
fidelis.garcia@azroc.gov
Jo Ann Rangel, Equal Opportunity Administrator
Joann.rangel@azroc.gov
(602) 542-1525 ext. 7205
Fax (602) 542-1599
Total Employees 140

RT Arizona State Retirement System

3300 N. Central, 13th Floor
Phoenix, Arizona 85012
Paul Matson, Director
paulm@azasrs.gov
Maurah Harrison, Equal Opportunity Administrator
maurahh@azasrs.gov
(602) 240-5312
Fax (602) 240-2102
Total Employees 225

RS Public Safety Retirement System

3010 E. Camelback Road, Suite 200
Phoenix, Arizona 85016
James Hacking, Administrator
jhacking@psprs.com
Tracey Peterson, Chief Operations Manager
tracey.peterson@psprs.com
(602) 255-5575
Fax (602) 255-5572
Total Employees 41

RV Arizona Department of Revenue

1600 W. Monroe
Phoenix, Arizona 85007
Mr. Gale L. Garriott, Director
ggarriott@azdor.gov
Lisa Cross, Equal Opportunity Administrator
lcross@azdor.gov
(602) 542-3572
Fax (602) 542-4772
Total Employees 986

SB Structural Pest Control Commission

9535 E. Doubletree Ranch Road
Scottsdale, Arizona 85258-5514
Jack Root, Interim Executive Director
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Charmayne Skow, Equal Opportunity
Administrator
cskow@sb.state.az.us
(480) 614-9730
Fax (602) 255-1281
Total Employees 38

**SD Arizona State School for the Deaf and
Blind**

P.O. Box 88510
Tucson, Arizona 85754
Dr. Harold Hoff, Superintendent
hhoff@asdb.state.az.us
Janet Nardecchia, Equal Opportunity Administrator
jnardecchia@asdb.state.az.us
(520) 770-3240
Fax (520) 770-3711
Total Employees 1249

SF Arizona School Facilities Board

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Phoenix, Arizona 85007
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Al Sawyer, Equal Opportunity Administrator
asawyer@azsfb.gov
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Total Employees 21

SN Senate

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Phoenix, Arizona 85007
Senator Ken Bennett, President
kbennett@azleg.state.az.us
Travis Swellow, EEO Liaison
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(602) 926-5681
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Total Employees 129

SP Arizona Supreme Court

1501 W. Washington
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Yvonne Wong, Equal Opportunity Administrator
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Fax (602) 307-1228
Total Employees 604

ST Secretary of State

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Fax (602) 542-1575
Total Employees 45

SY Arizona Board of Psychologist Examiners

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Meghan Hinckley, Equal Opportunity
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(602) 542-8161
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Total Employees 12

**TE State of Arizona Board of Technical
Registration**

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ronald.dalrymple@azbtr.gov
LaVern Douglas, Deputy Director
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(602) 364-4930
Fax (602) 364-4931
Total Employees 28

TO Arizona Office of Tourism

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Margie A. Emmermann, Director
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Linda Yuhas, Assistant Deputy Director
lyuhas@azot.gov
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Fax (602) 364-3701
Total Employees 32

TR State Treasurer

1700 W. Washington, 1st Floor
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Klint Tegland, Equal Opportunity Administrator
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Total Employees 27

TX Arizona Board of Tax Appeals

100 N. 15th Avenue, Suite 140
Phoenix, Arizona 85007
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(602) 364-1102
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Total Employees 6

UL Arizona Commission on Uniform State Laws

3003 N. Central Avenue, Suite 2600
Phoenix, Arizona 85012

Timothy Berg, Commissioner

tberg@fclaw.com

(602)916-5148

Linda Fitzgerald, Equal Opportunity Administrator

lfitzgera@fclaw.com

(602) 594-5194

Fax (602) 916-5529

Total Employees 5

UO Residential Utility Consumer Office

1110 W. Washington, Suite 220

Phoenix, Arizona 85007

Stephen Ahearn, Director

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Cheryl Fraulob, Equal Opportunity Administrator

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Total Employees 10

VS Arizona Department of Veterans' Services

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Michelle Cummins, Human Resources Manager

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Fax (602) 351-6897

Total Employees 316

VT Arizona State Veterinary Medical Examining Board

1400 W. Washington, Suite 230

Phoenix, Arizona 85007-2937

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Megan Darian, Equal Opportunity Administrator

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Total Employees 15

WC Arizona Department of Water Resources

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Phoenix, Arizona 85012

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Fax (602) 771-8681

Total Employees 239

WF Water Infrastructure Finance Authority of Arizona

1110 W. Washington, Suite 290

Phoenix, Arizona 85007

Judy Navarrete, Director

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(602) 364-1310

Fax (602) 364-1327

Total Employees 14

WM Arizona Department of Weights and Measures

4425 W. Olive Avenue, Suite 134
Glendale, Arizona 85302-3844

Seth Mones, Acting Director

smones@azdwm.gov

Donna Wickersham, Equal Opportunity
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Total employee data provided by
HRIS, November 2006.

REVISED: May 15, 2008

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	Yolanda Lovato	Yolanda.lovato@az.ngb.army.mil	602-302-9118
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Arizona State School for the Deaf and Blind	Lauren Peirce	lpeirce@asdb.state.az.us	520-770-3719
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Navigable Streams	George Mehnert	streams@mindspring.com	602-542-9214

State of Arizona
HUMAN RESOURCES DIRECTORY
(provided by ADOA HR May 8, 2008)

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ARTS COMMISSION	HR MANAGER	Diana Udy	602.771.6534	dudy@azarts.gov
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CHIROPRACTIC EXAM BOARD	HR MANAGER	Charles Brown	602.864.5088 x13	chuckdb@earthlink.net
CLEAN ELECTION COMMISSION	HR MANAGER	Paula Ortiz	602.364.3477 x203	paula.ortiz@azcleelections.gov
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State of Arizona
HUMAN RESOURCES DIRECTORY
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	EMPLOYMENT VERIFICATION		602.771.2100 x225, 223, 235	
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DEAF & HARD OF HEARING COM	HR MANAGER	Lynn Wakefield	602.542.3363	l.wakefield@acdhh.az.gov
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DISPENSING OPTICIANS BOARD	HR MANAGER	Lori Scott	602.542.3095	director@asbdo.state.az.us
Department of Public Safety	HR MANAGER			
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EARLY CHILDHOOD DEVELOP.	HR MANAGER	Donna Linkous	602.771.5027	donna.linkous@azecd.gov
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EXECUTIVE CLEMENCY BOARD	HR MANAGER	Cynthia Jenkins Grace	602.542.5656 x249	cgrace@azboec.gov
FINANCIAL INSTITUTIONS	HR MANAGER	Michael Fowler	602.255.4421 x122	mfowler@azdfi.gov
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FINGERPRINTING BOARD	HR MANAGER	Dennis Seavers	602-265-3747	dennis.seavers@azbof.gov
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State of Arizona
HUMAN RESOURCES DIRECTORY
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	OPERATIONS/BENEFITS	Stella Gomez	623.236.7317	sgomez@azgfd.gov
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	STAFFING MANAGER	Sally Little	602.789.7325	slittle@azgfd.gov
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GEOLOGICAL SURVEY	HR MANAGER	Beverly Donahue	520.770.3500	beverly.donahue@azgs.az.gov
GITA	HR MANAGER	Barbara Nicholson	602.364.4800	bnicholson@azgita.gov
	BENEFITS	Claudia Vasquez	602.364.4778	cvasquez@azgita.gov
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	BENEFITS & OPER. SUPV.	Virginia Navarro	602.364.2325	vnavarro@azdjcc.gov
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	YCO I Recruiter	Sgt. Larry Marrs	602.542.2812	lmarrs@azdjcc.gov
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State of Arizona
HUMAN RESOURCES DIRECTORY
(provided by ADOA HR May 8, 2008)

AGENCY	RESPONSIBILITY	NAME	PHONE #	EMAIL ADDRESS
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	BENEFITS	Manuel Escudero	602.542.9027	manuel.escudero@azliquor.gov
LOTTERY	HR MANAGER	Carolyn Koll	480.921.4476	ckoll@azlottery.gov
MEDICAL EXAMINERS	HR MANAGER	Evangeline Webster	480.551.2714	ewebster@azmd.gov
MINE INSPECTORS	HR MANAGER	Esther Olivas	602.542.5971	eolivas@mi.state.az.us
MINERAL RESOURCES DEPT	HR MANAGER	Dr. Madan Singh	602.771.1603	madan.singh@mines.az.gov
	EMPLOYMENT VERIFICATION	Jacqueline Hall	602.771.1602	jacqueline.hall@hotmail.com
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NAVIGABLE STREAMS COMM	HR MANAGER	George Mehnert	602.542.9214	streams@mindspring.com
NURSING BOARD	HR MANAGER	Judy Bontrager	602.889.5204	jbontrager@azbn.org
	Backup to Judy Bontrager	Randi Orchard	602.889.5210	rorchard@azbn.gov
NURSING Care Exam Board	HR MANAGER	Al Imig	602.542.8156	allen.imig@nciabd.state.az.us
OCCUPATIONAL THERAPY BD	HR MANAGER			
OPTOMETRY BOARD	HR MANAGER	Margaret Whelan	602.542.8155 x25	margaret.whelan@optometry.az.gov
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PODIATRY EXAMINERS BOARD	HR MANAGER			
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DEFENDER OFFICE	BENEFITS			
PSYCHOLOGIST BOARD	HR MANAGER	Sonja Bolf	602.542.8162	sonjab@psychboard.az.gov
	BENEFITS	Shari Courtney	602.542.8162	info@psychboard.az.gov
RACING DEPARTMENT	HR MANAGER	Pearl Pistner	602.364.1696	ppistner@azracing.gov
RADIATION REGULATORY	HR MANAGER	Art Nunez	602.255.4845 x223	anunez@azrra.gov
	BENEFITS	Diane Decker	602.255.4845 x223	ddecker@azrra.gov
REAL ESTATE	HR MANAGER	Vicky Rokkos	602.771.7767	vrokkos@azre.gov

State of Arizona
HUMAN RESOURCES DIRECTORY
(provided by ADOA HR May 8, 2008)

AGENCY	RESPONSIBILITY	NAME	PHONE #	EMAIL ADDRESS
REDISTRICTING COMMISSION	HR MANAGER	Lou Jones	602.364.1352	lou.jones@azredistricting.org
REGISTRAR OF CONTRACTORS	HR MANAGER	Joann Rangel	602.771.6711	joann.rangel@azroc.gov
	BENEFITS	Enrique Guillen	602.771.6712	enrique.guillen@azroc.gov
RESIDENTIAL UTILITY CONSUMER	HR MANAGER	Cheryl Fraulob	602-364-4845	cfraulob@azruco.gov
RESPIRATORY CARE EXAM BOARD	HR MANAGER	Mary Martin	602.542.5995	mmartin@rb.state.az.us
REVENUE	HR MANAGER	Melvin Brender	602.716.6932	mbrender@azdor.gov
	HR ASSISTANT MANAGER	Christopher Marino	602.716.6919	cmarino@azdor.gov
	BENEFITS	Maria Morales-Williams	602.716.6964	mmorales-williams@azdor.gov
	RECRUITER	Mary Harris	602.716.6930	mharris@azdor.gov
		Sylvia Villa	602.716.6933	svilla@azdor.gov
	EMPLOYMENT VERIFICATION	Viola Tiedemann	602.716.6931	vtiedemann@azdor.gov
SCHOOL FACILITIES BOARD	HR MANAGER	Al Sawyer	602.364.0894	asawyer@azsfb.gov
SCHOOLS FOR THE DEAF & BLIND	HR MANAGER	Janet Nardecchia	520.770.3240	HRM.Admin@asdb.state.az.us
	BENEFITS	Anna Aguirre	520.770.3716	HRM.Benefits@asdb.state.az.us
	RECRUITER (Statewide)	Glenn Liptak	520.770.3237	HRM.Recruitment@asdb.state.az.us
	HRIS ANALYST	Anita Pyeatt	520.770.3255	HRM.HRIS@asdb.state.az.us
	EMPLOYMENT VERIFICATIONS	Lizbeth Heriquez	520.770.3603 (Fax)	HRM.Records@asdb.state.az.us
SECRETARY OF STATE	HR MANAGER	Susan Myers	602.542.6171	smyers@azsos.gov
STATE BOARD OFFICES	HR MANAGER for:	Megan Darian	602.542.8168	megan.darian@azdoa.gov
	Acupuncture Board			
	Dispensing Opticians Board			
	Funeral Directors Board			
	Homeopathic Physicians Board			
	Independent Redistricting Commission			
	Naturopathic Physicians Board			
	Nursing Care Institutions Adm.			
	Optometry Board			
	Podiatry Examiners Board			
	State Capital Post Conviction Defender			
STATE TREASURER	HR MANAGER	Klint Tegland	602.604.7800	klintt@aztreasury.gov
STRUCTURAL PEST CONTROL	HR MANAGER	Charmayne Skow	602.255.3664 x2681	cskow@sb.state.az.us
SUPREME COURT	HR MANAGER	Kim Cantoni	602.452.3137	kcantoni@courts.az.gov
	BENEFITS	Liz Scavo	602.452.3312	escavo@courts.az.gov
	RECRUITER	James Westmiller	602.452.3230	jwestmiller@courts.az.gov
	EMPLOYMENT VERIFICATION	Liz Scavo		
TAX APPEALS BOARD	HR MANAGER	Alisha Woodring	602.364.1102	alisha.woodring@bota.state.az.us
TECHNICAL REG. BOARD	HR MANAGER	LaVern Douglas	602.364.4937	lavern.douglas@btr.state.az.us
TRANSPORTATION	HR MANAGER	Nancy Gomez	602.712.7331	ngomez@azdot.gov
	BENEFITS	Jennifer Selby	602.712.6924	jselby@azdot.gov
	STAFFING MANAGER	Maria Bonell	602.712.8189	mbonell@azdot.gov
	EMPLOYMENT VERIFICATION	Melissa Hawkins	602.712.8173	mhawkins@azdot.gov

State of Arizona
HUMAN RESOURCES DIRECTORY
(provided by ADOA HR May 8, 2008)

AGENCY	RESPONSIBILITY	NAME	PHONE #	EMAIL ADDRESS
TOURISM	HR MANAGER	Linda Yuhas	602.364.3718	lyuhas@azot.gov
VETERAN'S SERVICES	HR MANAGER	Michelle Cummins	602.255.3373	mcummins@azdvs.gov
	BENEFITS	Carolyn McCoy	602.248.1568	cmccoy@azdvs.gov
	RECRUITER	Yadira Rodriguez	602.512.2958	yrodriguez@azdvs.gov
	EMPLOYMENT VERIFICATION	Carolyn McCoy	602.248.1568	cmccoy@azdvs.gov
VETERINARY MED EXAM BD	BOARD DIRECTOR	Jenna Jones	602.542-8150	jenna.jones@vetbd.state.az.us
Water Infrastructure Fin. Auth.	HR MANAGER	Angelica Romero	602-364-1312	aromero@azwifa.gov
WATER RESOURCES	HR MANAGER	Debbie Wallace	602.771.8506	drwallace@azwater.gov
	BENEFITS	Lupe Beimer	602.771.8505	lrbeimer@azwater.gov
WEIGHTS & MEASURES	HR MANAGER	Sarah McCray	602.771.4927	smccray@azdwm.gov
Z UNIFORM STATE LAWS	HR MANAGER	James Bush	602.916.5329	jbush@fclaw.com

**State of Arizona
PROCUREMENT OFFICERS**

AGENCY	ADDRESS	CITY	ZIP	CONTACT	PHONE	FAX
ACCOUNTANCY BOARD	100 North 15th Ave. Suite 165	Phoenix	85007	Dinah Layman	602 364-0851	602 255-1283
ACUPUNCTURE BOARD	1400 W. Washington	Phoenix	85007	Al Imig	602-542-3095	602-542-3093
ADMINISTRATION (EPS)	100 N. 15th Ave. Suite 104	Phoenix	85007	Mary Hammer	602-542-5511	602-542-2789
ADMINISTRATIVE HEARINGS	1400 W. Washington	Phoenix	85007	Jeff Sanchez	602-542-9853	602-542-9859
AGRICULTURE	1688 W Adams	Phoenix	85004	Linda Vensel	602-542-0992	602-542-0916
APPRAISAL BOARD	1400 W. Washington	Phoenix	85007	Deborah Pearson	602-542-1539	602-542-1598
ARIZONA HEALTH CARE COST	701 E. Jefferson	Phoenix	85007	Michael Veit	602 417-4762	602 417-5957
ARIZONA STATE UNIVERSITY	1551 S Rural Road	Tempe	85287	John Riley	602-965-9011	480 965-2234
ARTS COMMISSION	417 W. Roosevelt Street	Phoenix	85003	Denise Goode	602-255-5882	602 256-0282
ATTORNEY GENERAL	1275 W. Washington	Phoenix	85007	Jerry Connolly	602-542-8030	602-542-8079
AUTOMOBILE THEFT AUTHORITY	3737 N. 7th Street	Phoenix	85014	Anita Carr	602-364-2886	602 364-2897
BARBERS BOARD	1400 W. Washington	Phoenix	85007	MaryJane Jones	602-542-4498	602 542-3093
BEHAVIORAL HEALTH EXAMINERS	1400 W. Washington	Phoenix	85007	Pamela Osborn	602-542-1882	602 542-1830
BOXING COMMISSION	1400 W. Washington	Phoenix	85007	Norma Rivero	602-542-1417	602 542-1458
BUILDING & FIRE SAFETY	99 E. Virginia	Phoenix	85004	John Stahmer	602-364-1099	602 255-4962
CHARTER SCHOOL BOARD	1700 W. Washington, Ste.164	Phoenix	85007	Heather Kelley	602-364-3085	602 364-3089
CHIROPRACTIC EXAMINERS BOARD	5060 N 19th Avenue	Phoenix	85015	Purchasing	602-864-5088 ext.11	602 864-5099
CITIZEN CLEAN ELECTIONS	1616 West Adams, Suite 110	Phoenix	85007	Paula Ortiz	602-263-4768	602 200-8670
COMMERCE	1700 W. Washington, B-32	Phoenix	85007	Martha Lynch	602-771-1110	602 771-1202
CORPORATION COMMISSION	1200 W. Washington, Rm 101A	Phoenix	85007	Linda Snyder	602-542-0653	602 542-4111
CORRECTIONS	1601 W. Jefferson	Phoenix	85007	Denel Pickering	602-542-1172	602 364-3780
COSMETOLOGY BOARD	1721 E Broadway	Tempe	85282	Sue Sansom	480-784-4539	480 784-4962
COTTON RESEARCH & PROTECTION	3721 E Wier Avenue	Phoenix	85040	Mary Summers	602-438-0407	N/A
CRIMINAL JUSTICE COMMISSION	1110 W. Washington, #230	Phoenix	85007	Karen Ziegler	602-364-1146	602 364-1175
DEAF & BLIND SCHOOL	PO Box 88510	Tucson	85754	Karen Brookbanks	520-770-3242	520 770-3793
DENTAL EXAMINERS	5060 N. 19th Avenue	Phoenix	85015	Pamela J. Paschal	602-242-1492	602 242-1445
Arizona Biomedical Research Commission	15 South 15th Avenue, Suite 103	Phoenix	85007	Dr. Dawn Schroeder	602-542-1028	602 542-6380
DISPENSING OPTICIANS BOARD	1400 W. Washington	Phoenix	85007	Lori Scott	602-542-3095	602 542-3093
ECONOMIC SECURITY	1717 West Jefferson Street	Phoenix	85007	Katherine Babonis	602-364-0194	602 542-4496
EDUCATION	1535 West Jefferson Street	Phoenix	85007	Doug Peeples	602-542-4352	602 542-3099
EMERGENCY & MILITARY AFFAIRS	5636 E. McDowell Rd.	Phoenix	85012	Corry Slama	602-267-2765	602 267-2576
ENVIRONMENTAL QUALITY	1110 W. Washington	Phoenix	85007	Robert Rocha	602-771-4727	602 771-4439
EQUALIZATION BOARD	100 N 15th Ave, Suite 130	Phoenix	85007	Phillip Viator	602-364-1617	602 364-1616
EXECUTIVE CLEMENCY BOARD	1645 W Jefferson	Phoenix	85007	Cynthia Jenkins	602 542-5656	602 542-5680
EXPOSITION & STATE FAIR	1826 W McDowell Road	Phoenix	85007	Jack Bell	602 257-7115	602 492-1302
FINANCIAL INSTITUTIONS	2910 N. 44th Street	Phoenix	85018	Kevin McCullough	602-255-4421 #122	602 381-1225
FUNERAL DIRECTORS AND EMBALMERS	1400 W Washington #230	Phoenix	85007	Rudy Thomas	602-542-3095	602 542-3093
GAME & FISH	5000 W. Carefree Highway	Phoenix	85086	Barbara Jewett	602-942-3000	602 789-3922
GAMING	202 E. Earll Drive	Phoenix	85012	Leslie Welch	602- 604-1801	602 255-3883
GEOLOGICAL SURVEY	416 W. Congress	Tucson	85701	RoseEllen McDonnell	520- 770-2600	520 770-3505
GOVERNMENT INFORMATION	100 N 15th Avenue	Phoenix	85007	Jeff Hessenius	602- 364-4800	602 364-4799
GOVERNOR'S OFFICE	1700 W. Washington	Phoenix	85007	John McCleve	602- 542-4331	602 542-7601
GOVERNOR'S OFFICE OF HIGHWAY	3030 N. Central Avenue	Phoenix	85012	Richard Fimbres	602-255-3216	602 255-1265

**State of Arizona
PROCUREMENT OFFICERS**

AGENCY	ADDRESS	CITY	ZIP	CONTACT	PHONE	FAX
HEALTH SERVICES	1740 W. Adams	Phoenix	85007	Ann Froio	602-542-2929	602 542-1741
AZ Commission of the Deaf & Hard of	1400 W. Washington	Phoenix	85007	Sherri Collins	602-542-3336	602 542-3380
HISTORICAL SOCIETY (Prescott)	415 West Gurley Street (Sharlot Hall Museum)	Prescott	86301	Cathy Clevenger	928-445-3122 Ext. 22	928 776-9053
HISTORICAL SOCIETY (Tucson)	949 E. 2nd Street	Tucson	85719	Yolanda South	520-617-1168	520 628-5695
HOMEOPATHIC MEDICAL EXAMINERS	1400 W. Washington	Phoenix	85007	Purchasing	602-542-3095	602 542-3093
HOUSE OF REPRESENTATIVES	1700 W. Washington	Phoenix	85007	Joan Thew	602-542-4221	602 542-4099
HOUSING	1700 W. Washington	Phoenix	85007	Lori Moreno	602-771-1061	602 771-1002
INDIAN AFFAIRS COMMISSION	1400 W. Washington	Phoenix	85007	Lorie Wells	602-542-3123	602 542-3223
INDUSTRIAL COMMISSION	PO Box 19070	Phoenix	85005	Maitham Jabbar	602-542-8238	602 542-7889
INSURANCE DEPARTMENT	2910 N 44th Street	Phoenix	85008	Scott Greenberg	602-912-8400	602 912-8452
JOINT LEGISLATIVE BUDGET	1716 W Adams	Phoenix	85007	S. Savage	602-542-5491	602 542-5156
JUVENILE CORRECTIONS	1624 W. Adams	Phoenix	85007	Diann Patterson	602-542-6677	602 542-4992
LEGISLATIVE COUNCIL	1700 W Washington	Phoenix	85007	Mike Braun	602-542-4236	602 542-4803
LIBRARY, ARCHIVES & PUBLIC	1700 W Washington	Phoenix	85007	Services	602-542-4035	602 542-4972
LIQUOR LICENSES & CONTROL	800 W. Washington	Phoenix	85007	Manuel Escudero	602-542-5141	602 542-5707
LOTTERY	4740 East University Drive	Phoenix	85034	Earl Payne	480-921-4474	480 921-4425
MEDICAL EXAMINERS BOARD	9545 E Doubletree Ranch	Scottsdale	85258	Sandra Waitt	480-551-2729	480 551-2701
MINE INSPECTOR	1700 W Washington	Phoenix	85007	J. Belter	602-542-5971	602 542-5335
MINES & MINERAL RESOURCES	1502 W Washington	Phoenix	85007	Diane Bain	602-255-3791	602 255-3777
NATUROPATHIC PHYSICIAN MEDICAL	1400 W Washington #230	Phoenix	85007	Craig Runbeck	602-542-9220	602 542-3093
NORTHERN ARIZONA UNIVERSITY	PO Box 4069	Flagstaff	86011-4069	Becky McGaugh	928-523-4557	928 523-1343
NURSING BOARD	4747 N 7th St. #200	Phoenix	85014	Cristina Oates	602-889-5150	602 889-5155
NURSING CARE INSTITUTION BOARD	1400 W Washington, Suite B-8	Phoenix	85007	Robin Collins	602-364-2273	602 542-8316
OCCUPATIONAL THERAPY EXAMINERS	5060 N 19th Ave #209	Phoenix	85015	Vicki Egurrola	602-589-8352	602 589-8354
OPTOMETRY BOARD	1400 W Washington #230	Phoenix	85007	Jack Confer	602-542-8155	602 542-3093
OSTEOPATHIC EXAMINERS BOARD	9535 E Doubletree Ranch Road	Scottsdale	85258-5539	Anita Shepherd	480-657-7703	480 657-7715
PARKS	1300 W. Washington	Phoenix	85007	Susan Bayer	602-542-6936	602 542-6949
PERSONNEL BOARD	1400 West Washington, Suite 280	Phoenix	85007	Laurie Butler	602-542-3822	602 542-3588
PHARMACY BOARD	4425 W Olive Ave #140	Glendale	85302-3844	Hal Wand	623-463-2727	623 934-0583
PHYSICAL THERAPY EXAMINERS	1400 W Washington #230	Phoenix	85007	Heidi Herbst	602-542-3095	602 542-3093
PIONEERS' HOME	300 S. McCormick Street	Prescott	86303	Dale Sams	928-445-2181	928 778-1148
PODIATRY EXAMINERS BOARD	1400 W Washington #230	Phoenix	85007	Linda Wells	602-542-3095	602 542-3093
POST SECONDARY EDUCATION	2020 N Central Ave #650	Phoenix	85004-4503	A. Osborn	602-258-2435	602 258-2483
POWER AUTHORITY	1810 W Adams	Phoenix	85007	Purchasing	602-542-4263	602-253-7970
PRIVATE POST SECONDARY	1400 W Washington #260	Phoenix	85007	Carmin Flores	602-542-8162	602 542-8279
PSYCHOLOGIST EXAMINERS BOARD	1400 West Washington #235	Phoenix	85007	Marcus Harvey	602-542-8159	602 542-8279
PUBLIC SAFETY	P.O. Box 6638 Mail Drop 1330	Phoenix	85005	Lu Himmelstein	602-223-2443	602 223-2347
RACING	1110 W Washington #260	Phoenix	85007	Pearl Pistiner	602-364-1700	602 364-1703
RADIATION REGULATORY	4814 S. 40th Street	Phoenix		Art Nunez	602-255-4845 Ext 223	602 437-0705
REAL ESTATE	2910 North 44th Street	Phoenix	85018	Tory Anderson	602-468-1414 Ext.160	602 468-0562
REGENTS BOARD	2020 N Central Ave #230	Phoenix	85004	Mary Adelman	602-229-2500	602 229-2555
REGISTAR OF CONTRACTORS	800 W Washington, 6th Floor	Phoenix	85007	Wilma Himel	602-542-1525	602 542-1599
RESIDENTIAL UTILITY CONSUMER	1110 W Washington #220	Phoenix	85007	C. Fraulob	602-364-4835	602 364-4846
RESPIRATORY CARE EXAMINERS	1400 W Washington #220	Phoenix	85007	Purchasing	602-542-5995	602 542-5900

**State of Arizona
PROCUREMENT OFFICERS**

AGENCY	ADDRESS	CITY	ZIP	CONTACT	PHONE	FAX
RETIREMENT SYSTEM	3300 North Central #1400	Phoenix	85012	Bob Wittsell	602-240-2065	602 264-6113
REVENUE	1600 West Monroe #610	Phoenix	85007	Sally Escarcega	602-716-6515	602 716-7987
SCHOOL FACILITIES BOARD	1700 W. Washington #230	Phoenix	85007	John Arnold	602-364-0538	602 542-6529
SECRETARY OF STATE	1700 W. Washington, 7th Floor	Phoenix	85007	Administration	602-542-4285	602 542-1575
STATE LAND	1616 West Adams	Phoenix	85007	Lisa Weber	602-542-2655	602 364-4980
STRUCTURAL PEST CONTROL	9535 E Doubletree Ranch Rd	Scottsdale	85258-5514	Dee Seeheffer	602-255-3664	602 255-1281
TAX APPEALS BOARD	100 N. 15th Ave#140	Phoenix	85007	Alisha Woodring	602-364-1102	602 364-1306
TECHNICAL REGISTRATION	1110 West Washington	Phoenix	85007	Cassie Goodwin	602-364-4954	602 364-4931
TOURISM	1110 W. Washington	Phoenix	85007	Linda Yuhas	602-364-3687	602 364-3701
TRANSPORTATION	1739 W. Jackson, Ste. A, MD 100P	Phoenix	85007	Larry Tweet	602-712-7304	602 712-8647
TREASURER'S OFFICE	1700 W Washington, 1st Floor	Phoenix	85007	Klint Tegland	602-542-1463	602 604-7800
UNIVERSITY OF ARIZONA	University Services Annex, Building 300A	Tucson	85721	Stephen Mack	520-621-5827	520 621-5179
VETERANS' SERVICES	4141 N. 3rd Street	Phoenix	85012	Kelli Gourdoux	602-263-1828	602 222-6687
VETERINARY MEDICAL EXAMINERS	1400 W. Washington #240	Phoenix	85007	Jenna Jones	602-364-1738	602 542-3093
WATER INFRASTRUCTURE FINANCE	1110 W. Washington #290	Phoenix	85007	Frank Castro	602-364-1310	602-364-1327
WATER RESOURCES	3550 N. Central Avenue	Phoenix	85012	Ron Gray	602-771-8500	602-771-8681
WEIGHTS & MEASURES	4425 West Olive #134	Glendale	85302	Donna Wickersham	623-463-9935	602-255-1950

JANET NAPOLITANO

GOVERNOR

MANUEL V. CISNEROS

DIRECTOR



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

Executive Tower, 1700 West Washington, Suite 156

Phoenix, Arizona 85007

(602) 542-3711 Telephone (602) 542-3712 Fax

December 7, 2007

Dear Agency Director:

Each year The Governor's Office of Equal Opportunity requests information about state employees in your agency. This data is then aggregated into a summary form and presented to our Governor for her review. This data is also the basis for our statewide report to the Federal Equal Employment Opportunity Commission (EEOC).

Enclosed please find information concerning your agency's Equal Employment Opportunity Report, reviewing data for calendar year 2007. Our office is setting **Friday, January 18, 2008** by close of business day as the deadline for submission of your Equal Employment Opportunity Report.

- If you have any further questions, please contact The Governor's Office of Equal Opportunity at (602) 542-3711. If you need technical assistance in completing the report, please contact Patricia Campbell or Manuel Cisneros at (602) 542-3711 to set up an appointment. Thank you for your attention to this matter.
- Agencies with forty-nine (49) or less Full Time Equivalent (FTE) positions:

Please find two documents attached, and complete and print the following:

1. Hiring Summary.

2. EEO Policy Statement- Please print this document on agency letterhead and insert the name of your agency as indicated throughout the document. This Policy Statement should be signed and dated by the agency Director.

A hard copy of the above listed documents should be submitted to The Governor's Office of Equal Opportunity with a cover letter from your agency Director to Governor Janet Napolitano by January 18, 2008.

The mailing address is 1700 W. Washington, Suite 156, Phoenix, Arizona 85007. A letter confirming receipt will be sent by the Governor's Office of Equal Opportunity as soon as possible thereafter.

Very truly yours,

Manuel V. Cisneros

Manuel V. Cisneros
Director
Governor's Office of Equal Opportunity

cc: Agency EEO Liaison

(AGENCY NAME)

2008 Equal Employment Opportunity Policy Statement

In recognition of its legal and moral obligations, the (Agency Name) hereby commits itself to a policy of nondiscrimination as follows:

1. All personnel transactions shall be upon merit without regard to race, color, sex, sexual orientation, religion, national origin, age, veteran status, or disability status (except when any of these factors is an existing bona fide occupational qualification). To determine the qualifications of veterans, only that portion of their military record, including discharge papers, which is relevant to the job for which the veteran is being considered, should be used.
2. All (Agency Name) management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The (Agency Name) will incorporate reasonable accommodation personnel practices in order to facilitate the employment and advancement of qualified special disabled veterans and disabled persons. Reasonable accommodations will be provided to otherwise qualified applicants or employees with disabilities, unless the accommodation would impose an undue hardship on the operation of the Department or would impose a direct threat to the health or safety of the individual or others in the workplace.
4. The (Agency Name) shall not discriminate against any qualified employee or applicant for employment because he or she is a person with a disability, a disabled veteran or a Vietnam Era veteran. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
5. Harassment on the basis of sex is a violation of Federal and State employment discrimination laws, and harassment on the basis of sex or sexual orientation will not be tolerated in the workplace. The (Agency Name) shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Persons harassing and/or condoning harassment of others will be dealt with swiftly and vigorously by disciplinary action up to and including termination. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination, and retaliation.
6. The Department will post the Equal Opportunity Policy throughout departmental facilities.

7. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

“AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY”

The (Agency Name) is committed to taking equal opportunity to employ and advance in employment qualified females, minorities, individuals with disabilities, special disabled veterans, and Vietnam Era veterans at all levels of employment.

As Director of the (Agency Name), I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Program throughout all levels of the Department, (Name of Equal Opportunity Administrator shall serve as the Equal Opportunity Administrator for the (Agency Name). All Divisions and management personnel shall actively support recruitment and career development programs to ensure equitable representation of females, minorities, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories.

Director's Signature

Date



Equal Employment Opportunity Report Agency Hiring Summary

Please complete the following information only for those employees that were hired from
January 1, 2007– December 31, 2007

Number of Employees Hired during 2007 _____

Please specify the data below that applies to those employees that were hired from
January 1, 2007 – December 31, 2007.

Asian American/Pacific Islanders	_____
African Americans	_____
Hispanic	_____
Native Americans	_____
Non Minority	_____
Unspecified	_____
Females	_____
Males	_____
Individuals with Disabilities	_____
Age 40 and above	_____
Veterans	_____
Veterans with Disabilities	_____
Vietnam Era Veterans	_____
Covered Employees (Merit System)	_____
Uncovered Employees (FTEs)	_____
Full Time Employees (FTEs)	_____
Other Than Full Time Employees	_____
Does Agency Have Diversity Planning?	Yes No
Does Agency Have Policy on Cultural Competence? (Please circle one.)	Yes No



Equal Employment Opportunity Report

Small Agency

Checklist Cover Sheet

Agency Name:

Date of Submission:

1. Cover Sheet

2. Letter from the Director

3. Policy Statement

4. Hiring Summary



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712



December 13, 2007

Dear Director:

Each year the Governor's Office of Equal Opportunity requests information about state employees in your agency. This data is then aggregated into a summary form and presented to our Governor for her review. This data is also the basis for mandated statewide reports to the U. S. Equal Employment Opportunity Commission and the U. S. Department of Justice.

Enclosed please find information concerning your agency's 2008 Equal Employment Opportunity Report, reviewing data for calendar year 2007. Our office is setting Friday, February 8th, 2008 as the deadline for your agency's 2008 Equal Employment Opportunity Report.

For agencies with more than fifty (50 or more) Full Time Equivalent (FTE) positions, please complete and return a hard copy of the following documents:

1. An EEO Policy Statement: Please print this document on agency letterhead and insert the name of your agency as indicated throughout the document. Include full contact information for the designated agency Equal Employment Opportunity Administrator. Indicate the location where this policy is accessible to employees (website address and physical locations). This Policy Statement should be signed and dated by the agency Director;
2. A Hiring Summary: This sheet is Agency workforce numbers based on HRIS data as of December 31st, 2007 (provided by HRIS on January 4th, 2008). This information includes both new hires and interagency transfers. If your agency does have an active Diversity Plan, or Cultural Competence policy please include a copy of these documents. Initiatives in the planning stages of implementation will be not be considered active;
3. A Workforce Analysis Chart: Complete this worksheet using the Agency EEO4 and exception report as of December 31st, 2007 (provided by HRIS on January 4th, 2008). An Excel template and instructions have been included for you to complete your workforce analysis;
4. An Agency Barrier Analysis: Please identify agency problems and barriers in recruiting diverse applicants using the workforce analysis. An Excel template has been included for you to complete your Barrier analysis;

(Continued)

5. An Agency Strategic Plan for 2008: A template has been included for you to provide a narrative description of the agencies strategy to address areas where workforce representation is below parity norms. Please collaborate with agency recruiters to develop an optimal strategic plan to attract diverse applicants. Include full contact information for internal staff members responsible for recruitment efforts within the agency. A semi-annual follow up is planned to evaluate the results produced.

The Governor's Office of Equal Opportunity hosted an orientation session on December 12, 2007, from 9:00 am to 11:00 am at the State Capitol to answer questions related to the Equal Employment Opportunity plan. A copy of the orientation session packet may be downloaded from our website at http://azgovernor.gov/eop/PlanningKit_Large.asp

A hard copy of the above listed documents should be submitted via inter-agency mail to:

Governor's Office of Equal Opportunity
Attn: Manuel Cisneros
1700 West Washington Street, Suite 156
Phoenix, Arizona 85007

Please include a cover letter from your agency Director to Governor Janet Napolitano by **Friday, February 8th, 2008** (no exceptions will be made).

The Governor's Office of Equal Opportunity will send a letter of confirmation once the report is received.

Please contact the Governor's Office of Equal Opportunity at (602) 542-3711 with any questions that you may have concerning this request.

Very truly yours,

Manuel V. Cisneros
Director
Governor's Office of Equal Opportunity

cc: Agency EEO Administrator

(AGENCY NAME)

2008 Equal Opportunity Employment Policy Statement

In recognition of its legal and moral obligations, the (Agency Name) hereby commits itself to a policy of nondiscrimination as follows:

1. All personnel transactions shall be upon merit without regard to race, color, sex, sexual orientation, religion, national origin, age, veteran status, disability status (except when any of these factors is an existing bona fide occupational qualification). To determine the qualifications of veterans, only that portion of their military record, including discharge papers, which is relevant to the job for which the veteran is being considered, should be used.
2. All (Agency Name) management personnel shall actively support recruitment and career development programs to ensure equitable representation of minorities, females, youth, seniors, LBGT and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories and pay grades.
3. The (Agency Name) will incorporate reasonable accommodation personnel practices in order to facilitate the employment and advancement of qualified special disabled veterans and disabled persons. Reasonable accommodations will be provided to otherwise qualified applicants or employees with disabilities, unless the accommodation would impose an undue hardship on the operation of the Department or would impose a direct threat to the health or safety of the individual or others in the workplace.
4. The (Agency Name) shall not discriminate against any qualified employee or applicant for employment because he or she is a person with a disability, a disabled veteran or a Vietnam Era veteran. Equal Opportunity applies to such employment practices as hiring, upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay or other forms of compensation, selection for training, job assignments, accessibility, working conditions and special duty details.
5. Harassment on the basis of sex is a violation of Federal and State employment discrimination laws, and harassment on the basis of sex or sexual orientation will not be tolerated in the workplace. The (Agency Name) shall not tolerate discrimination in the agency as it creates an intimidating, degenerating, hostile and offensive working environment. Persons harassing and/or condoning harassment of others will be dealt with swiftly and vigorously by disciplinary action up to and including termination. Each employee has an affirmative duty to maintain a workplace free of harassment, intimidation, discrimination, and retaliation.

6. The Department will post the Equal Opportunity Policy throughout departmental facilities.
7. All written bid announcements, request for proposals, employment announcements, requests for applications, program brochures, literature and general solicitations shall include the phrase:

“AN EQUAL EMPLOYMENT OPPORTUNITY AGENCY”

The (Agency Name) is committed to taking equal opportunity to employ and advance in employment qualified females, minorities, individuals with disabilities, special disabled veterans, and Vietnam Era veterans at all levels of employment.

As Director of the (Agency Name), I am committed to the principles of Equal Employment Opportunity. To ensure the dissemination and implementation of the Equal Opportunity Program throughout all levels of the Department, (Name of Equal Opportunity Administrator) shall serve as the Equal Opportunity Administrator for the (Agency Name).

All Divisions and management personnel shall actively support recruitment and career development programs to ensure equitable representation of females, minorities, and individuals with disabilities, special disabled veterans and Vietnam Era veterans in all job categories.

This policy is accessible to employees (website address and physical location within agency).

Director's Signature

Date



Equal Employment Opportunity Report

AGENCY HIRING SUMMARY

Please complete the following information only for those employees that were hired (both new hires and interagency transfers) during **January 1, 2007 – December 31, 2007**

Number of Employees Hired during 2007 _____

Asian American/Pacific Islanders _____

African Americans _____

Hispanic _____

Native Americans _____

Non-Minority _____

Unspecified _____

Females _____

Males _____

Individuals with Disabilities _____

Age 40 and above _____

Veterans _____

Veterans with Disabilities _____

Vietnam Era Veterans _____

Gulf War Veterans _____

Covered Employees (Merit System) _____

Uncovered Employees (FTE) _____

Full Time Employees (FTE) _____

Other Than Full Time Employees _____

*Does your agency have a Diversity Plan? Yes No

*Does your agency have a policy on Cultural Competence? Yes No

* Note: If your agency does not currently have an active policy or plan, please select 'no'.

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Asian Americans and Pacific Islanders

Occupational Categories	Total Employees	Asian Americans			Total Percent	CLF %	Parity	Utilization	Parity Goal
		Males	Females	Total					
Officials/Administrators	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	4.0%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.5%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	1.3%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	0.2%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	2.0%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	1.6%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	2.4%	0	parity	0
Total Agency Employees	0	0	0	0					

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of African Americans

Occupational Categories	Total Employees	African Americans			Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females	Total					
Officials/Administrators	0	0	0	0	#DIV/0!	2.4%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	3.0%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.5%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	5.3%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	3.7%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	2.0%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	3.3%	0	parity	0
Total Agency Employees	0	0	0	0					

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Hispanics

Occupational Categories	Total Employees	Hispanics		Total	Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females						
Officials/Administrators	0	0	0	0	#DIV/0!	11.6%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	9.4%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	14.8%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	17.4%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	14.7%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	18.3%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	29.4%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	35.9%	0	parity	0
Total Agency Employees	0	0	0	0					

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Native Americans

Occupational Categories	Total Employees	Native Americans			Percent	CLF	Parity	Utilization	Parity Goal
		Males	Females	Total					
Officials/Administrators	0	0	0	0	#DIV/0!	2.2%	0	parity	0
Professionals	0	0	0	0	#DIV/0!	2.5%	0	parity	0
Technicians	0	0	0	0	#DIV/0!	3.9%	0	parity	0
Protective Services	0	0	0	0	#DIV/0!	5.7%	0	parity	0
Paraprofessionals	0	0	0	0	#DIV/0!	8.3%	0	parity	0
Office & Clerical	0	0	0	0	#DIV/0!	3.7%	0	parity	0
Skilled Craft	0	0	0	0	#DIV/0!	5.4%	0	parity	0
Service Maintenance	0	0	0	0	#DIV/0!	4.9%	0	parity	0
Total Agency Employees	0	0	0	0					

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Non Minority

Occupational Categories	Total Employees	Non Minority		Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	0	#DIV/0!	*	*		*
Professionals	0	0	0	0	#DIV/0!	*	*		*
Technicians	0	0	0	0	#DIV/0!	*	*		*
Protective Services	0	0	0	0	#DIV/0!	*	*		*
Paraprofessionals	0	0	0	0	#DIV/0!	*	*		*
Office & Clerical	0	0	0	0	#DIV/0!	*	*		*
Skilled Craft	0	0	0	0	#DIV/0!	*	*		*
Service Maintenance	0	0	0	0	#DIV/0!	*	*		*
Total Agency Employees	0	0	0	0					
* Not Applicable									

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Females

Occupational Categories	Total Employees	Females	Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	#DIV/0!	39.5%	0	parity	0
Professionals	0	0	0	#DIV/0!	50.6%	0	parity	0
Technicians	0	0	0	#DIV/0!	52.6%	0	parity	0
Protective Services	0	0	0	#DIV/0!	19.5%	0	parity	0
Paraprofessionals	0	0	0	#DIV/0!	49.8%	0	parity	0
Office & Clerical	0	0	0	#DIV/0!	66.8%	0	parity	0
Skilled Craft	0	0	0	#DIV/0!	6.3%	0	parity	0
Service Maintenance	0	0	0	#DIV/0!	40.7%	0	parity	0
Total Agency Employees	0		0					

Department of _____

Workforce Analysis *Review of Calendar Year 2007*

Utilization of Males

Occupational Categories	Total Employees	Males	Total	Percent	CLF	Parity	Utilization	Parity Goal
Officials/Administrators	0	0	0	#DIV/0!	*	*		*
Professionals	0	0	0	#DIV/0!	*	*		*
Technicians	0	0	0	#DIV/0!	*	*		*
Protective Services	0	0	0	#DIV/0!	*	*		*
Paraprofessionals	0	0	0	#DIV/0!	*	*		*
Office & Clerical	0	0	0	#DIV/0!	*	*		*
Skilled Craft	0	0	0	#DIV/0!	*	*		*
Service Maintenance	0	0	0	#DIV/0!	*	*		*
Total Agency Employees	0		0					
*Not Applicable								

Department of _____
Workforce Analysis
Review of Calendar Year 2007

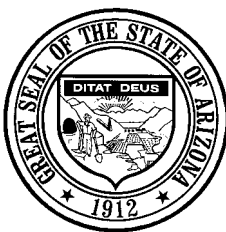
CLF Percentages (Civilian Labor Force) are based on 2000 Census Special EEO Tabulation prepared by AZ DES Research Administration, March 2004. AZ Workforce Analysis data is based on December 2007 data and on full time employees only. **This report excludes (?) employees due to various reasons. Please see HRIS EEO-4 Exception Report for further detail.**

Due to changes in occupational categories (4) from the 1990 Census to the 2000 Census the following will be treated as corresponding categories until a more accurate crosswalk is created: ¹*Officials/ Administrators* corresponds with *Officials and Managers*; ²*Protective Services* corresponds with *Protective Services: Sworn*; ³*Paraprofessionals* corresponds with *Protective Services: Non-Sworn*;

Arizona Department of _____
Barrier Analysis
Review of Calendar Year 2007

List each job category within the protected group that did not meet parity. Identify agency problems and barriers in recruiting diverse applicants.

Protected Group/Job Category	Barriers



(INSERT AGENCY)

Strategic Action Plan

1/1/08-12/31/08

Vision

A diverse multi-cultural workforce that reflects the community, promotes equal opportunity at all levels of public employment, and creates an inclusive work environment that enables all individuals to perform to their fullest potential free from discrimination.

Outcomes

1. A diverse and culturally competent workforce (reflective of labor market parity standards and reflective of our client populations).
2. Culturally competent and accessible services that enable us to better understand and respond to our clients' needs.
3. A system of accountability for achieving a broad vision of diversity and cultural competency.

Strategies

1. Enhance diversity through recruitment and selection

1.1 Provide recruitment, interviewing, and hiring tools/resources/guidelines for managers

Activity: (Insert Activity)

1.2 Perform recruitment outreach from Human Resources and local offices or units to meet workforce diversity needs as well as client/customer service demographic needs.

Activity: (Insert Activity)

2. Retain workforce diversity by instituting welcoming environment practices, and by providing support systems and opportunities for professional growth and career advancement

2.1 Design and implement a mentorship program

Activity: (Insert Activity)

2.2 Institute “welcoming environment” practices throughout the state

Activity: (Insert Activity)

2.3 Perform exist interviews of all staff that capture employee perceptions of inclusion, respect and welcoming environment practices.

Activity: (Insert Activity)

2.4 Provide professional development opportunities to assist in upward mobility

Activity: (Insert Activity)

3. Reduce employment barriers for people with disabilities

3.1 Implement reasonable accommodation policy for agency employees.

Activity: (Insert Activity)

3.2 Provide Accessibility and Accommodation Guidebook to management and staff

Activity: (Insert Activity)

4. Provide services that are more culturally competent

4.1 Design and provide foundation for Cultural Competency training for all staff

Activity: (Insert Activity)

4.2 Continue to provide management trainings titled Cultivating a Diverse Workforce, and Creating a Positive Work Environment

Activity: (Insert Activity)

4.3 Improve access to, awareness of, and contents of the Governor’s Office of Equal Opportunity web site

Activity: (Insert Activity)

4.4 Improve compliance with Arizona state policy for non-discrimination on the basis of disability for programs, services and activities regarding alternative format and language assistance services.

Activity: (Insert Activity)

- 4.5 Provide agency employees with additional opportunities to improve culturally competent services and workplace practices

Activity: (Insert Activity)

- 4.6 Review and implement an annual Diversity Marketing Plan

Activity: (Insert Activity)

- 4.7 Collaborate with community partners to promote cultural competency in statewide client service delivery and resource development

Activity: (Insert Activity)

5. Create an infrastructure for performance accountability

- 5.1 Incorporate diversity expectations and duties in management position descriptions.

Activity: (Insert Activity)

* * *



GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower
1700 W. Washington, Suite 156
Phoenix, Arizona 85007
Phone: 602-542-3711 FAX: 602-542-3712



CHECKLIST Large Agency 2008 EEO Plan

Cover Letter _____

EEO Policy Statement _____

- Contact information for the designated agency Equal Employment Opportunity Administrator.
- Location where this policy is accessible to employees (website address and physical locations)

Hiring Summary _____

- Copies of active Diversity Plan and/or Cultural Competence policy. Initiatives in the planning stages of implementation will be not be considered active

Workforce Analysis Chart _____

Barrier Analysis _____

Strategic Action Plan _____

- Collaborate with agency recruiters to develop an optimal strategic plan to attract diverse applicants.
- Include full contact information for internal staff members responsible for recruitment efforts within the agency.
- A semi-annual follow up is planned to evaluate the results produced.

AGENCY:
SUBMITTED BY:
DATE:

Comments: